

Stress and Job Performance-The Moderating Effects of Affective Commitment and Job Experience

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ABSTRACT

This study is aimed to examine the relationship among Stress, Affective Com-mitment, Job Experience and Job Performance. First, Affective Commitment moderates the relationship between felt Stress and Job Performance. Second, Job Experience mod-erates the relationship between felt Stress and Job performance. Third, Job Experience moderates the relationship between Affective Commitment and Job Performance. Last, Job Experience moderates the relationship between felt Stress, Affective Commitment and Job Performance.

A survey research was conducted using a sample of post office employees in Chang Hwa county . Hierarchical regression analysis were used to test the hypotheses. The major findings of this research are as follow : (1) Affective Commitment had no moderate moderation effect on Stress and Job Performance. ; (2) Job Experience had no moderate moderation effect on Stress and Job Performance. ; (3) Job Experience had no moderate moderation effect on Affective Commitment and Job Performance. ; (4) Job Experience had no moderate moderation effect on Stress, Affective Commitment and Job Performance. The expected positive interaction between Stress and Commitment is of the greatest magnitude when Job Experience is high.

Based on the results of the research, some suggestion and future related study are proposed.

Keywords : stress、 affective commitment、 job experience、 job performance

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