

The Effects of Job Satisfaction and Work Stress on Professional Commitment for IT Employees Under Economical Depression

劉秀莉、葉子明；黃開義

E-mail: 9806259@mail.dyu.edu.tw

ABSTRACT

IT employees act as a key role in company. High professional knowledge and techniques in exploring ability to adapt the change of high-tech are required. Scholars prove that IT employees are possessed of higher professional commitment than general employees. The degree of professional commitment affects IT employees' willing keeping on or not in the IT field. However, the antecedent researches paid less attention to discuss the relationship between work stress, job satisfaction and professional commitment in IT employees, especially in economical depression environment. Therefore, the study sets out to evaluate the relationship of job satisfaction and work stress on professional commitment. The research makes use of an empirical survey to investigate how job satisfaction and work stress to act upon professional commitment under economical depression. Through the spot sampling method targeting on the IT employees, there were 280 effective samples obtained by questionnaires. Under economical depression, there is a significant positive association between job satisfaction and professional commitment. Also, work stress appears the significant negative relationship on the professional commitments. Finally, the research verify that job satisfaction significantly affect IT Employees' professional commitment; especially in general satisfaction aspect.

Keywords : Job Satisfaction、Work Stress、Professional Commitment、IT Employee

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