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Abstract
The purpose of the study was to investigate the relationship between work-related stress and leadership styles of managers in nursing staff from the organization management aspe. And according to the result, we can establish the suggestion to supplies the reference to for the medical organization in stress prevention and to creation a heathy workplace.
This research was a cross-sectional study. The study samples are nursing staff from 6 over community hospitals in Changhua. A total of 450 questionnaires were issued with 406 returned. The valid sample returns-ratio is 90%. Data were collected using structured questionnaries. The questionnaires included “ distinguishing characteristic of nursing staff ”,” HSE indicator tool for work-related stress” and “leadership styles of managers in nursing staff”. The statistics applied for data analysis were descriptive statistics, independent t-test, one way ANOVA, and Pearson’s correlation , with SPSS for Windows 10.0.The results of this study showed that:
1. The nursing staff main workplace stressors are workload, work patterns and work environment (for example volume and complexity of work, shift work, unrealistic deadlines).
2. The medical organization on work-related stress risk management only achieves the yellow colour coding (pr < 20). Clear need for improvement which focuses on reducing the presence of workrelated stressors.
3. Nursing managers using transformational and transactional leadership to work along both lines.The transformational leadership style(M=3.42) is higher than the transactional leadership style(M=2.88) .
4. There were significant differences on work-related stress perceived in age,education degree, marital status, children, service seniority, working unit, period of working with nursing managers.
5. Transformational leadership and transactional leadership correlates with work-related stress in nursing staff. But the correlation coefficient between transformational leadership（r=0.551，p＜0.01） and work-related stress in nursing staff is higher than the correlations coefficient between transactional leadership （r=0.201，p＜0.01）and work-related stress in nursing staff.
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