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Author Chang Fang Jiu
Author's Email Address No Public.
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Abstract
Recently, entrepreneurs set up an integration of the Semiconductor Industry and the best Wafer manufacturing techniques in Taiwan. The United States and Japan built up strategic alliance with Taiwan and the Semiconductor Industry has become the most important one. Besides, the Personality and Emotional Intelligence are both the critical factors that may influence the work performance. And the Chinese Personality Questionnaire developed by Chinese scholar can reflect the Chinese culture, customs and values. Therefore, the study used the CPAI-2 questionnaire to measure the Personality of workers in Taiwan.
The study integrated related papers and research outcomes before and investigated the relationships and influence among the Personality, Emotional Intelligence and Work Stress by literature integrating and questionnaire. The participants are the workers in the Semiconductor Industry of Hsinchu Science Park in Taiwan and 395 responded. The study used the SPSS to analyze the outcome, included: Descriptive Statistic Analysis, Pearson Correlation and Multiple Regressions. The personal background is the design variable, the Chinese Personality is the independent variable, the Emotional Intelligence is the mediated variable, and the Work Stress is the dependent variable; the result concluded:
1. The “ Harmony ”, “ Relationship Orientation ”, “ Traditionalism vs. Modernity ”, “ Ah-Q Mentality ”, “ Graciousness vs. Meanness ”, “ Veraciousness vs. Slickness ” and “ Face ” of Chinese Personality of workers in semiconductor industry are significantly related to the Work Stress Perception.
2. The “ Emotional Estimate ”, “ Social Ability ” and “ Emotional Application ” of Emotional Intelligence of workers in semiconductor industry are significantly related to the Work Stress Perception.
3. The “ Graciousness vs. Meanness ”, “ Veraciousness vs. Slickness ”, “ Relationship Orientation ” and “ Face ” 」 of Chinese Personality and the Emotional Intelligence of workers in semiconductor industry significantly influence the Work Stress Perception. Thus, the Emotional Intelligence is the valid mediator between the Chinese Personality and Work Stress Perception.
Based on the outcome, the study suggested that the human resource managers can measure the Personality and Emotional Intelligence of the candidates when recruiting or rotating; also, the

companies can provide related courses or training to help to reduce the work stress and understand the EI of workers.
Advisory Committee Chang Cheng Ping - advisor

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