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Abstract
This study empirically examined the relationships among job satisfaction, job stress and vigor at workplace. A census of questionnaire survey was conducted in a textile-manufactory, and totally 396 Taiwanese employees were surveyed and 316 of questionnaires were returned and valid. (The return rate was 79.79%)

The questionnaire comprises four sections. Section I is demographic information of respondent, section II is Job Satisfaction Survey (JSS), section III is Shirom-Malamed Vigor Measure and section IV is the UK's Health and Safety Executive (HSE) Indicator Tool. This study used SPSS for Windows 12.0 to analyze those collected data. Descriptive statistics, reliability, t-test, one-way ANOVA, correlation and stepwise multiple regression were being applied to explore the characteristics of each construct and the relationships between or among those constructs, the findings were concluded as followings:

1.All the hypotheses of demographic variables to the factors of job satisfaction, job stress and vigor were partially supported.
2.The factors of vigor were positively related to the factors of job satisfaction, and nature of work was the strongest factor that affected vigor significantly.
3.The factors of vigor were negatively related to the factors of job stress, and role was the strongest factor that affected vigor significantly.
4.Through the stepwise multiple regression analysis, the factors of job satisfaction were able to predict the factors of vigor differently, and nature of work had highest predictive power.
5.Through the stepwise multiple regression analysis, the factors of job stress were able to predict the factors of vigor differently, and role had the highest predictive power and support from colleagues was second high among those factors of job stress.

Finally, conclusions and recommendation were made based on these findings.
Advisory Committee Jin-Chuan Lee - advisor

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