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Abstract
The research adopted the method of questionnaire inquiry. The population in the research includes high-tech R&D employees .The purpose of the study is to find out the relationship among work stressor, compensation system and job performance of high-tech R&D employees. In addition, the research concerned respectively about the difference analysis of the classified variants and all variants in study, the correlation analysis among all variants and influence analysis.
The research has shown as below:
1. The high-tech R&D employees feeled in medium work stessor.
2. Different sex, marital status, monthly salary, employees of company had made significant differences in work stressor.
3. The high-tech R&D employees had highly taken comensation system seriously.
4. The personal characteristics of the high-tech R&D employees had made no differences in comensation system.
5. The high-tech R&D employees had highly taken job performance seriously.
6. The personal characteristics of the high-tech R&D employees had made no differences in job performance.
7. The work stressor didn’t have effect on the conmensation system of high-tech R&D employees.
8. The work stessor had significant effect on the job performance of high-tech R&D employees.
9. The conmensation system din’t have effect on job performance of high-tech R&D employees.
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