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Abstract
After Financial Holding Company Law was announced and implemented, financial Institutions were allowed to do the business belonged to other types of financial Institutions. Therefore, the banks of Financial Holding Company request their employees to possess more financial knowledge and licenses. Do there requests give the bank employees more job stress? Do they have separation intension for these changes?

This study discuss the relationship among the personality trait, job stressor, organizational commitment and separation intention for bank employees. We expect to provide the bank executives some suggestions about recruitment, selection, training and retention.

Concern with this survey, we sent 500 questionnaires, and received 337 ones back. The results of this study are as follow:

1.Type A/B personality has significant differences on organizational system, work overload, and professional knowledge and license.
2.Type A/B personality and seniority have significant differences on value and effort commitment. Educational level has significant differences on value and effort commitment and retention commitment.
3.Educational level and position level have significant differences on separation intention.
4.Job stressor has significant negative relation with organizational commitment.
5.Organizational commitment has significant negative relation with separation intention.
6.Type A/B personality affects separation intention by job stressors and organizational commitment.
7.Job stressors have direct effect on intention of separation.
8.Job stressors have effect on turnover intention by organizational commitment.
9.Organizational commitment has direct effect on intention of

separation .
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