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Abstract
This study was to investigate the influence of workplace stress on job vigor on the administrative staff-using emotional intelligence as an moderating variable. The study was based on the questionnaire survey guided by the theoretical framework developed from archive research. The participants were the administrative staffs from private universities and colleges of Tainan area. A total of 393 questionnaires were sent, then the valid returned questionnaires were at a rate of 94.91%. The statistical techniques applied were descriptive statistics method, t-test, one-way ANOVA, correlation analysis and multiple regression analysis.
As follows, the major findings of this study are:
1. The factors of workplace stress include demand, control, support, relationship, role, and change. The sensibility of risk factors for administrative staffs at private colleges in the Tainan area is significantly higher than medium degree, and the change especially have the highest dimension.
2. The factors of job vigor on administrative staffs are constituted by physical strength, cognitive liveliness, and emotional energy. The sensibility of job vigor for administrative staffs is significantly higher than medium degree, and emotional energy especially has the highest level.
3. The factors of emotional intelligence on administrative staffs are constituted by self emotional appraisal, other’s emotional appraisal, regulation of emotion, and use of emotion. The sensibility of emotional intelligence on administrative staffs is significantly higher than medium degree, and the appraisal of emotions by themselves has the highest level.
4. The differences from the backgrounds of the individuals on the administrative staffs showed significant differences in the various dimensions of the risk factors of workplace stress.
5. The differences from the backgrounds of the individuals on the administrative staffs showed significant differences in the various dimensions of job vigor.
6. The differences from the backgrounds on administration staffs showed significant differences in the various dimensions of emotional intelligence.
7. Workplace stress has a significant correlation with job vigor.
8. Emotional intelligence has a significant correlation with workplace work.
9. Emotional intelligence has a significant correlation with job vigor.
10.Workplace stress and emotional intelligence are predictors for job vigor.
11.Workplace stress and emotional intelligence have interactive impacts on job vigor.
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