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Abstract
The aim of this research was to evaluate impacts of workplace psychological demand hazards on job vigor of staff nurses in Tainan by using work-family conflict as the moderator variable. In addition, various backgrounds of staff nurses were studied to find out the difference among the three factors. The research was conducted with questionnaire designed based on theoretical framework derived from literature review. The samples were staff nurses from medical centers and local hospitals in Tainan. Among 487 questionnaires distributed, 425 were valid, making the valid response rate stand at 87.26%. The methods of data analysis included descriptive statistics, t test, one-way ANOVA, correlation analysis, and multi regression analysis, after which conclusions and suggestions are provided.
The result indicates the following:
1. Significant differences regarding workplace psychological demand hazards exist among staff nurses with various family backgrounds, educational backgrounds, departments, job positions and work years.
2. Significant differences regarding job vigor exist among staff nurses of various ages, with different family backgrounds and work years.
3. There is an apparent positive correlation between workplace psychological demand hazards and work-family conflict.
4. There is an apparent negative correlation between work-family conflict and job vigor.
5. Workplace psychological demand hazards and work-family conflict can predict job vigor.
6. Cross-interaction between workplace psychological demand hazards and work-family conflict can affect job vigor.
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