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論文題目:工作要求與員工滿意度:工作-家庭衝突及家庭自主性的角色

英文題目: Job Demands and Employee Satisfaction: The Role of Work-Family Conflict and Home

Autonomy

中文摘要

本研究利用工作-家庭衝突理論建立一個模式連結工作要求與員工的生活滿意度、工作滿意度及職涯滿意度,探討工作要求是否會正向影響工作-家庭衝突及工作-家庭衝突是否會負向影響員工的生活滿意度、工作滿意度及職涯滿意度,並以工作-家庭衝突為中介變數探討工作-家庭衝突是否會中介工作要求與員工的生活滿意度、工作滿意度及職涯滿意度之間的關係;亦探討家庭自主性是否會調節工作要求與工作-家庭衝突之間的關係。

本研究採用網路問卷調查之方法,且為降低共同方法偏誤,問卷分為三次發放填寫,每兩次時間點間隔一個月,總共蒐集到 166 份有效問卷。第一次問卷蒐集組織員工之基本資料、工作要求等變數;第二次問卷蒐集家庭自主性、工作-家庭衝突等變數;第三次問卷則蒐集生活滿意度、工作滿意度及職涯滿意度等變數。

本研究之分析結果顯示工作要求會正向影響工作-家庭衝突,然而工作-家庭衝突不會中 介工作要求分別與生活滿意度、工作滿意度及職涯滿意度之間的關係;另外,家庭自主性的 調節也無法減緩工作要求對工作-家庭衝突的影響。最後,本研究針對研究結果在結論討論理 論意涵、管理意涵及研究限制與建議。

關鍵詞:工作要求、工作-家庭衝突、生活滿意度、工作滿意度、職涯滿意度、家庭自主性

Abstract

This study uses the work-family conflict theory to establish a model that links job demands with employees' life satisfaction, job satisfaction and career satisfaction, and explores whether job demands will positively affect work-family conflict and whether work-family conflict will negatively affect employees' life satisfaction, job satisfaction and career satisfaction. Then, work-family conflict to be mediator variable to explore whether work-family conflict will mediate job demands and employees' life satisfaction, job satisfaction and career satisfaction.

This study uses three-wave survey with one month time lag between each wave to reduce common method bias. There is a total of 166 valid questionnaires were collected. Personal basic information and job demands were collected at the first round, home autonomy and work-family conflict were collected at the second round, and finally life satisfaction, job satisfaction and career satisfaction were collected at the third round.

The analysis results of this study show that job demands will positively affect work- family conflicts. However, work-family conflicts will not mediate the relationship between job demands and life satisfaction, job satisfaction, and career satisfaction. In addition, home autonomy cannot reduce the impact between job demands and work- family conflicts. Finally, this study in the conclusions discuss theoretical implications, management implications, and research limitations and recommendations.

Keywords: Job Demands, Home Autonomy, Work-Family Conflict, Life Satisfaction, Work Satisfaction, Career Satisfaction