

## **Job Stress, Job Satisfaction and Propensity to Leave: Moderating Effect of Support at Work- Taking one Regional Hospital Employee as an Example**

Chin-Chih Ho<sup>1</sup> Chin-Tun Hung<sup>1</sup> Wei-Wen Liu<sup>1</sup> Mei-Wen Lee<sup>1</sup> Ming-Huei Lee<sup>2,\*</sup>

### **ABSTRACT**

**Objectives.** The purpose of this study was to explore job stress, job satisfaction and propensity to leave with moderating effect of support at work among employees at our hospital.

**Methods.** This study used non-experimental, cross-sectional quantitative research. The subjects of this study was hospital employees working over three months. 783 questionnaires were administered. 410 out of the 431 questionnaires collected were complete, leaving us with a 52.36% effective rate.

**Results.** Job satisfaction was negatively correlated with job stress from work and propensity to leave. Support at work was positively correlated with job satisfaction and negatively correlated with propensity to leave. job stress from work was positively correlated with propensity to leave. There were no moderating effect support at work on job stress or job satisfaction and propensity to leave. Supervisor support, job satisfaction and job stress are the most powerful predictors of intent to leave.

**Conclusion.** Hospital authorities may want to understand the thoughts and attitudes of its employees and try to improve work environment and personnel relations. Furthermore, hospital authorities may consider efforts build fair and support environment to keep excellent employees on staff.

**Key words :** Job stress, Job satisfaction, Propensity to leave, Support at work, Hospital employee

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<sup>1</sup>Department of Hospital and Healthcare Administration, Central Taiwan University of Science and Technology, Taichung, Taiwan (R.O.C.)

<sup>2</sup>Division of Urology, Feng-Yuan Hospital, Ministry of Health and Welfare, Executive Yuan, Taiwan (R.O.C.)

\*Corresponding author: Ming-Huei Lee, E-mail: 470916lee@gmail.com, Accepted: May. 16, 2014. Code: JMH-2013O-18