

Work Motivation, Work Stress, and Job Satisfaction in between Taiwan and
China - An Empirical Study

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Abstract

This study investigates the relationships between Work Motivation, Work Stress, and Job Satisfaction toward crossstrait employees. The target subjects are three manufacturing firms in Mainland China and Taiwan. Out of 450 distributed surveys, 352 valid surveys were obtained with the response rate of 78.22%. The findings have addressed three main pull factors toward cross-strait employees in choosing jobs, which are (1) high level of firm stability, (2) good firm image, and (3) good employee benefits. In addition, various employee attributes exert different impacts on Work Motivation, Work Stress, and Job Satisfaction. The comparison between expected and actual perceived Job Satisfaction toward cross-strait employees shows that “salary” ranks highest regarding expected Job Satisfaction whereas “coworker relationship” ranks highest regarding actual perceived Job Satisfaction, which implies actual perceived Job Satisfaction do not match employee expectations. Therefore, this research further concludes that there exists differences between employees’ expected and actual perceived Job Satisfaction.

Keyword : Cross-strait, job satisfaction, work motivation, work stress