

The antecedents of WORK FATIGUE

By

Xin Yi Tseng

曾馨儀

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ABSTRACT

Everyone in modern society faces the keen competition, the accelerated pace of work and life has made people experience the greater work pressure. Many studies have shown that work pressure has a serious impact on the work performance and physical and mental health of people. The study explores the impact of employee organizational environment, job characteristics, working family conflict, and work pressure on work fatigue. In this study, questionnaires were distributed to Taiwanese workers. 75 valid questionnaires were collected. The result indicated that organizational environment, job characteristics, and working family conflict positively impact on work fatigue. Work pressure acts as a mediator. Due to the issue, we realized the work fatigue was important, because it would hurt our health. Hence, the study would like to understand how other factors influence on work fatigue, such as the superior arranges the shift, some companies always lack of the human resource allocation that employees always feel fatigue. Or employees always think the shift system leads they spend much time on work and they don't have enough time to take the rest. When they don't take a break on the good condition, they feel work fatigue. Thus, the issue we should pay more attention.

Keywords: Work Fatigu, Work Pressure, Job Characteristics