

## 摘要

本研究在探討派外人員的工作壓力、派外適應、工作態度與個人壓力管理調節效果之間的關係。以148位台灣企業派外人員為研究對象，利用階層迴歸分析進行資料分析。研究結果發現派外人員工作壓力與工作投入、工作滿意有負向關係；派外適應與工作投入、工作滿意有正向關係。此外，派外人員個人壓力管理對工作壓力、派外適應與工作態度之間的關係會產生調節效果。

關鍵字：工作壓力、派外適應、壓力管理、工作態度

## Abstract

This study examines the relationship between job stress, expatriate adjustment, job attitudes, and the moderating effects of personal stress management using empirical data taken from 148 Taiwanese expatriate managers. Moderated multiple regression was used to analyze the data. The results revealed that expatriate job stress was negatively associated with job involvement and job satisfaction. However, results also showed expatriate adjustment was positively associated with job involvement and job satisfaction. Furthermore, multiple regression analyses revealed that personal stress management was a moderator of expatriate job stress, expatriate adjustment, and job attitude relationship.

Key words: Job stress, Expatriate adjustment, Stress management, Job attitude