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The Study on the Relationship between University Faculties' Job Stress and Organizational Commitment in China

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Abstract

With the global evolution of knowledge competition, university faculties play an important role in the development of knowledge and technology in colleges and universities, and multiple job responsibilities made faculty's job suffering from more demanding and stressful. University faculties are the backbone of the university, and high faculty turnover rate has detrimental effects on the development of university. This research obtain 209 questionnaires from university faculties of Zhejiang province, and the relationship among job stress, job satisfaction, job engagement and organizational commitment is analyzed by structural equation model system. The results show that the job stress of the university faculties has positive direct effect on the job satisfaction, but also has the negative indirect effect on the job satisfaction. The job engagement has positive direct effect on the job satisfaction. All of the job stress, job engagement and the job satisfaction have the effect on organizational commitment, job satisfaction has positive direct effect, job stress has a positive indirect effect, and job engagement has a positive direct effect indirect effect.

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Keywords: University Faculties; Job Stress; Job Engagement; Job Satisfaction; Organizational Commitment.

1. Introduction

China's higher education develops rapidly in recent years, and the number of university faculty is also increasing rapidly. From 2001 to 2014, the number of full-time teachers in higher education increased from 0.532 million to 1.56 million, and the young faculties are 0.9 million, accounting for 57.5%. University young faculties play more and more important role in higher education, and have more responsibilities in the same

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time. Under the high performance pressure environment, the university young faculties' job satisfaction deserves more attention [1]. The research of university young faculties' job satisfaction has important practical significance, it will drive the faculties forward change, improve the work environment and the universities performance [2]. In addition, high faculty turnover rate has detrimental effects on faculties' organization commitment and the development of university. Therefore, creating a high-quality work environment is a core element of universities' competitiveness.

Although there are some researches on the relationship between job engagement, job stress, job satisfaction and organizational commitment [3-7], there are many changes in the domestic higher education environment in recent years. University faculties face many new challenges, and the situation is difficult to be the same as that of foreign countries. Under different economic, cultural, social conditions, these issues are also worthy of more systematic analysis and empirical research in china.

2. Literature Review

2.1 Job stress, job engagement and job satisfaction

Job stress has attracted much attention in recent years, and the "Effort-Reward Imbalance" model is best able to streamline concepts and interpret the job stress of most occupational groups, such as public health and sociology [8, 9]. German sociologist Johannes Siegrist proposed the theory of "Effort-Reward Imbalance" in the 1990s, which argues that people are seeking to increase their reward and reduce their penalties, and when feedback and punishment are changed, their behavior will change. The effort-reward imbalance theory proposes that when the staffs enter into the organization, they will have money, respect, promotion, work support and other feedback expectations to the organization, they will assess the feedback expectation and job payout. If the effort and reward cannot be balanced, the original social reciprocity criteria will have a threat and imbalance, and employee psychological contract was destroyed [10]. In the labor market, employees can choose to balance themselves with self-regulation through rational career mobility, and if the job opportunity is scarce, the imbalance and negative pressure will continue [11]. Job satisfaction is the employee's perception of the particular work environment, the personal work response, and the specific view of the work [12-13]. Researchers apply the "Effort-Reward Imbalance" theory to Chinese medical personnel research, and find that is associated with job dissatisfaction [14]. Therefore, for the university faculties, the job stress will affect job satisfaction, we do the following hypothesis.

H1: The job stress has a significant impact on job satisfaction.

Job engagement represents the employee's psychological identity of the work [13], is the personal self-impression [15]. Researchers argue that the lower the job pressure, the higher the degree of job engagement, that is, the negative correlation between job engagement and job stress[16-18]. Bakker found that when an individual felt energy recovery on a working day, the amount of work that day could be regarded as the stress of the individual, and it was positively related to the degree of job engagement [19]. Therefore, the relationship between job stress and job engagement is difficult to judge from the literature, so this study assumes the following hypothesis:

H2: The job stress has a significant impact on job engagement.

Brooke proposes that the high level of employee' job engagement cannot represent there are pleasure in the work, unhappy staff and happy work staff may have the same degree of job engagement [13]. Browns propose the job engagement is an antecedent variable of job satisfaction [20].

H3: The job engagement has a significant impact on job satisfaction.

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