

Moderating Effect of Job Satisfaction on the Relationships between Leadership Skill, Job Stress and Job Performance among Female Managers in China

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ABSTRACT

Employee performance in human resources management research is an evergreen subject and is relevant for further review. Employers should consider what constitutes to work performance since knowing variables that can affect the performance of workers can also help the organizations in the long run because after all, the performance of individual employees will also determine organizational performance as a whole. The method for this study is using questionnaire survey. The questionnaires were distributed to 489 female managers in China from manufacturing industry (new energy, food manufacturing, textiles, computer manufacturing and communications manufacturing). The data was analyzed by using SPSS 20 for descriptive statistics and PLS 3 for inferential analysis. The result found that leadership skills and job satisfaction have a positive and significant relationship with job performance among female managers in China. Meanwhile, job stress has a negative and significant relationship with job performance among female managers in China. Additionally, this study found that job satisfaction moderates the relationships between leadership skills, job stress, and job performance. The findings of this study can assist both employees and employers to better understand the factors that could influence female managers' job performance. The paper concludes with implications for both theory and practice.

Keywords: Job satisfaction, leadership skill, job stress, employee performance, female managers, China