

Abstract

The study of “The Relationships between Subordinates’ Perception of Leader Power, Communication Styles of Leader and Their Stress: A Case Study of a Company of Business Information Provider” is a survey research aimed at studying the relationships between subordinates’ perception towards leader power, communication styles of leader and their stress. It is also investigated the impact of personal factors on perceived leader power, communication styles of leader and stress and in order to find bases of leader power and communication styles of leader which can predict stress.

The samples of this study were 92 employees from a company of business information provider. The questionnaire were composed of 4 parts; a 5-item questionnaire asking personal factors, a 19-item questionnaire measuring perceived leader power, a 43-item questionnaire measuring perceived communication styles of leader and a 24-item questionnaire measuring perceived stress. The reliability coefficients were .9287, .9517 and .9467, respectively. The analyzing statistics comprised arithmetic mean, standard deviation, t-test, one-way ANOVA, pearson’s product moment correlation coefficient and stepwise multiple regression analysis. Results of the study were as follows:

1. Employees different in sex, age, education level and length of work had not different perception of leader power. Difference in marital status caused difference in perception of leader power.
2. Employees different in sex, age, education level and length of work had not different perception of communication styles of leader. Difference in marital status caused difference in perception of communication styles of leader.
3. Employees different in sex, age, education level, length of work and marital status had not different stress.
4. Expert power of leader were significant negatively correlated with subordinates’ stress but reward, coercive, legitimate and referent power of leader were no correlation with subordinates’ stress.

5. The 6 communication styles of leader; controlling style, equalitarian style, structuring style, dynamic style, relinquishing style and withdrawing style were no correlation with subordinates' stress.

6. Reward, coercive, referent and expert power of leader were significant positively correlated with communication styles of leader but legitimate power of leader were no correlation with communication styles of leader.

7. From multiple regression analysis, the Expert power of leader was the best predictor of subordinates' stress, with the predictability of 8.1 percent.

The research findings can be applied as a guideline to use power of leader and communication styles of leader more efficiently and effectively. Likewise, these can decrease subordinates' stress.