ABSTRACT

As the ever-changing economic environment and increased international competition increase, so human resource increasingly in enterprises, attention, this study focused on the new student will organizational socialization and retention of the association; person-environment fit on organizational socialization and retention of the mediation effect and information seeking in the organizational socialization and retention of the moderating effect. The present study focused on students in schools of organizational socialization、person-environment fit and information seeking will affect their stay / leave intention to school , so the questionnaire has the college in the central section of freshmen during the day, the release date from May 3, 2010 to May 26, 2010, issued a total of 512 questionnaires sent, 485 were recovered, shave off the ineffective and incomplete answer, of 414 copies of questionnaires, the questionnaire return rate of 85% effective. SPSS software package used in this study the test results are as follows: organizational socialization and the retention of the willingness of a society do have a significant negative impact to the individual, and the person-environment fit with organizational socialization and the retention of some intermediary between the wishes of the effect , the initiative information seeking access in the organizational socialization and the retention of relations will also have a moderating effect.

Keywords : organizational socialization、retention、person-environment fit、information seeking
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