

# 以心理契約理論探討倖存者之組織公平知覺、精簡反應與組織公民行為

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## 摘要

2008金融風暴的影響範圍之廣，即使身為龍頭地位的企業均無法保證能在此場風暴中倖免於難。本研究探討組織精簡後，留任者的組織公平知覺、精簡反應與組織公民行為的之間關聯。以製造業、服務業、電子業、資訊業為研究對象，透過問卷調查發放300份問卷獲得有效問卷226份，利用統計套裝軟體(SPSS)進行研究假設之驗證分析。本研究主要發現為：1.組織公平與組織公民行為呈顯著正相關；2.組織公平與職涯不確定性呈負相關；3.組織公平與工作不安全感呈顯著負相關；4.職涯不確定性與組織公民行為呈顯著負相關；5.工作不安全感與組織公民行為呈顯著負相關；6.職涯不確定性與工作不安全感在留任者組織公平與組織公民行為之間扮演重要的中介變項。

關鍵詞：組織公平、組織公民行為、職涯不確定性

## 目錄

內容目錄 中文摘要	iii	英文摘要	iii
iv 誌謝辭		v 內容目錄	
vi 表目錄		viii 圖目錄	
ix 第一章 緒論	1	第一節 研究背景與動機	1
1 第二節 研究目的	2	第二節 研究流程	2
3 第二章 文獻探討與研究假設	4	第一節 組織精簡	4
4 第二節 組織公平	4	第二節 個體之精簡反應	4
6 第三節 組織公民行為	8	第三節 心理契約理論	8
9 第四節 變項間關係	9	第四章 研究方法	9
15 第一節 研究架構	15	第一節 操作型定義與衡量	15
15 第二節 資料收集	17	第二節 問卷信度與效度分析	18
18 第三節 統計方法	25	第三節 研究結果與分析	27
27 第一節 描述性統計分析	27	第一節 相關分析	28
28 第二節 迴歸分析	28	第二節 結論與建議	34
34 第三節 研究結論	34	第一節 研究限制與建議	36
36 第四節 參考文獻	38	附錄 A 員工研究問卷	49
附錄 B 主管研究問卷	49	附錄 B 主管研究問卷	49
53 表目錄 表 3- 1組織公平之前測項目分析	19	表 3- 2職涯不確定性之前測項目分析	19
20 表 3- 3工作不安全感之前測項目分析	21	表 3- 4前測信度分析	21
22 表 3- 5正式測驗組織公平之因素分析	22	表 3- 6正式測驗組織公民行為之因素分析	22
23 表 3- 7正式測驗之信度分析	25	表 4- 1人口統計資料	25
27 表 4- 2相關分析	28	表 4- 3組織公平與組織公民行為之迴歸分析	28
29 表 4- 4組織公平與職涯不確定性之迴歸分析	30	表 4- 5組織公平與工作不安全感之迴歸分析	30
30 表 4- 6職涯不確定性與組織公民行為之迴歸分析	31	表 4- 7工作不安全感與組織公民行為之迴歸分析	31
32 表 4- 8精簡反應對組織公平與組織公民行為之迴歸分析	33	表 5- 1研究假設驗證結果	33
34 圖目錄 圖 1-1研究流程	3	圖 3-1研究架構	3
15			

## 參考文獻

參考文獻 一、中文部份 行政院主計處(2009)，失業率相關統計，[線上資料]，來源：<http://win.dgbas.gov.tw/dgbas03/bs7/calendar/calendar.asp> [2009, December 20]。 賴寧寧(2008)，如何降低裁員殺傷力?，商業週刊，1100，58-60。 吳明隆(2009)，SPSS操作與應用:問卷統計分析實務，台北:五南。 黃家齊(2002)，人力資源管理系統與組織績效 - 智慧資本觀點，管理學報，19(3)，415-450。 余明助(2006)，組織變革不確定感與員工工作態度關係之研究 - 以組織溝通和員工信任為中介變數，人力

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