

組織社會化與去留意願：探討個人與環境適配度之中介角色與資訊獲取之調節效果

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摘要

由於經濟環境的瞬息萬變以及國際競爭壓力日益增強，因此人力資源逐漸在企業組織中受到重視，本研究旨在探討新進人員組織社會化與去留意願之關聯性；個人與環境適配度在組織社會化與去留意願之中介效果以及資訊獲取在組織社會化與去留意願關係中之調節效果。而本研究主要探討學生在學校的組織社會化程度、個人與環境適配度以及資訊獲取的種類是否會影響其留/離校意願，因此採用立意取樣的方法發放問卷，正式發放對象為中部某大學日間部一年級新生，發放日期為2010年5月3日至2010年5月26日，共計發出512份問卷，回收485份，剔除無效及作答不完整，有效問卷為414份，問卷有效回收率85%。本研究採用SPSS套裝軟體檢驗結果如下：組織社會化與去留意願之間確實有負向顯著影響，個人與環境適配度對組織社會化與去留意願之間有部分中介的效果，而主動資訊獲取在組織社會化與去留意願關係中也具有調節效果。

關鍵詞：組織社會化、去留意願、個人與環境適配度、資訊獲取

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