

# Organizational Socialization and Retention: The Mediating Effect of Person-Environment Fit and the Moderating Effect of I

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## 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

## Table of Contents

中文摘要	iii	英文摘要	iii
iv 致謝詞	v	內容目錄	v
vi 表目錄	viii	圖目錄	viii
ix 第一章 緒論	1	第一節 研究背景與動機	1
1 第二節 研究問題與目的	6	第三節 研究流程	6
7 第二章 文獻探討與研究假設	8	第一節 組織社會化	8
8 第二節 去留意願	13	第三節 組織社會化與去留意願	13
17 第四節 個人與環境配度之中介角色	18	第五節 資訊獲取之調節效果	18
23 第三章 研究方法	27	第一節 研究架構	27
27 第二節 操作型定義與衡量方法	27	第三節 資料收集	27
31 第四節 信度分析	33	第五節 研究方法	33
34 第四章 研究結果與分析	36	第一節 描述性統計	36
36 第二節 相關分析	40	第三節 迴歸分析	40
41 第五章 結論與建議	53	第一節 結論	53
53 第二節 討論與建議	55	參考文獻	55
62 附錄 A 正式問卷	80		80

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