

行政人員工作輪調、組織氣候及組織承諾關係之研究

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摘要

本研究目的為探討學校行政人員工作輪調、組織氣候與組織承諾之關係，調查對象以中部私立大專院校為主，共回收306份問卷，有效回收問卷份數為298份，以迴歸分析驗證研究假設，實證結果得知，當學校行政人員接受工作輪調後，其組織承諾呈正向顯著；當學校行政人員對組織氣候感受不佳時，施行工作輪調會增強員工對組織承諾。研究結果對學務上、管理實務與未來研究提供建議，期望提供各學校及產業人力主管之參考。

關鍵詞：工作輪調、組織氣候、組織承諾

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 研究問題	3	第三節 研究目的	3		
4 第二章 文獻探討	5	第一節 組織承諾	5		
5 第二節 工作輪調	10	第三節 組織氣候	10		
18 第四節 工作輪調、組織氣候及組織承諾之關係	25	第三章 研究方法	30		
30 第一節 研究架構	30	第二節 研究假設	30		
31 第三節 研究對象與抽樣方法	32	第四節 各項	32		
操作型定義與量表暨計分方式	34	第五節 資料分析方法	41	第六節	
初測量表的分析	42	第四章 研究結果	49	第一節	
描述性統計	49	第二節 工作輪調、組織氣候與組織承諾之相關分析	51	第二節	
第三節 個人背景變項與組織承諾之差異性分析	52	第四節 工作輪調、組織氣候與組織承諾之迴歸分析	55	第三節	
第五章 結論與建議	59	第一節 研究發現	59	第四節	
59 第二節 學術與管理實務上之建議	61	第三節 研究限制	61	第五節	
63 參考文獻	64	附錄A 調查問卷	64	第六節	
88 表目錄 表 2- 128個工作輪調的理由	17	表 3- 1問卷收發統計表	17	第七節	
33 表 3- 2本研究工作輪調問卷問項	35	表 3- 3本研究組織承諾問卷問項	35	第八節	
37 表 3- 4信度檢定結果(n=383)	38	表 3- 5組織氣候原題數分屬構面	38	第九節	
與本研究修訂後之比較圖	39	表 3- 6本研究組織氣候問卷問項	39	第十節	
39 表 3- 6本研究組織氣候問卷問項	39	表 3- 7工作輪調之項目總和統計量	39	第十一節	
43 表 3- 8組織承諾之項目總和統計量	43	表 3- 9組織氣候之項目總和統計量	43	第十二節	
44 表 3-10工作輪調各問項之驗證性因素分析	46	表 3-11組織承諾各問項之驗證性因素分析	46	第十三節	
47 表 3-12組織氣候各問項之驗證性因素分析	48	表 4- 1樣本個人背景資料分佈情形	50	第十四節	
50 表 4- 2工作輪調、組織氣候與組織承諾之相關分析結果	52	表 4- 3二分類之個人變項與組織承諾之獨立樣本t檢定	53	第十五節	
53 表 4- 4三分類以上之個人變項與組織承諾之單因子變異數分析	54	表 4- 5工作輪調、組織氣候與組織承諾之層級迴歸分析	56	第十六節	
54 表 4- 5工作輪調、組織氣候與組織承諾之層級迴歸分析	56	表 4- 6工作輪調與價值承諾、努力承諾、留職承諾之層級迴歸分析	58	第十七節	
58 表 5- 1假設分析結果	59	圖目錄 圖 2-1Mowday、Porter與Steers之組織承諾前因後果模式	7	第十八節	
59 圖目錄 圖 2-1Mowday、Porter與Steers之組織承諾前因後果模式	7	圖 3-1本研究架構圖	30	第十九節	
30 圖 4-1組織氣候對工作輪調與組織承諾之高低分組散佈圖	57			第二十節	

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