

知覺組織支持、任務績效與組織承諾

林佳新、童惠玲

E-mail: 324259@mail.dyu.edu.tw

摘要

基於社會交換理論的概念，本研究探討知覺組織支持分別對組織承諾和任務績效的影響，同時探討權力距離與公平敏感度分別對前述兩種直接因果關係的調節效果。以135對主管部屬配對樣本，並採用多重資料來源跨期研究法，分別在三個不同時間點予以測量（在第一時間點由員工評量知覺組織支持、而第二時間點為權力距離與公平敏感度、在第三時間點則為組織承諾，而主管則評量員工任務績效），來檢驗權力距離與公平敏感度在知覺組織支持分別對任務績效以及組織承諾關係的調節效果。研究發現權力距離和公平敏感度，改變了知覺組織支持對組織承諾和任務績效的關係。權力距離調節知覺組織支持和組織承諾之間的關係，這種關係在個人的低權力距離呈現較強烈，而在公平敏感度調節知覺組織支持和任務績效之間的關係，這種關係在高公平敏感度群組（當權者）呈現較強烈。

關鍵詞：知覺組織支持、組織承諾、權力距離、公平敏感度、任務績效

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