

The relationships of perceived organizational support, task performance and organizational commitment

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ABSTRACT

Base on the concept of social exchange theory, this study discusses two processes in which perceived organizational support lead to organizational commitment and to task performance, respectively. This study also examines the moderating effect of power distance and equity sensitivity on these two direct causal relationships. Drawing on sample of 135 supervisor-subordinate dyads from manufacture industry and service organization, we measured constructs with different sources in order to reduce the possibility of same source bias. To enhance the clarity of the causal relationship among variables of this present study, questionnaires were distributed at three time points (e.g., employees rated their perceived organizational support in T1, power distance and equity sensitivity in T2, organizational commitment in T3, while supervisors rated employee ' s task performance at the same T3) . The moderating effects of power distance and equity sensitivity on generally well established relationships between perceived organizational support and task performance and organizational commitment was examined. Results showed that both power distance and equity sensitivity altered relationships of perceived organizational support to task performance and to organizational commitment, respectively, in that the relationship of perceived organizational support to organizational commitment was stronger for individuals scoring low on power distance, while the relationship of perceived organizational support to task performance was stronger for individuals scoring high on equity sensitivity(entitled).

Keywords : Perceived Organizational Support、 Organizational Commitment、 Power Distance、 Equity Sensitivity、 Task Performance

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