

Perceived organizational support and employee outcome:the moderating effect of power distance : 權力距離

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ABSTRACT

This study examined three main effects of perceived organizational support on organizational commitment, in-role task performance, and extra-role organizational citizenship behavior, respectively, and also examined the moderating effects of power distance on these generally well established relationships between perceived organizational support and work outcomes. Drawing on a cross-work unit 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. Results showed that power distance altered relationships of perceived organizational support to work outcomes, in that the relationship of perceived organizational support to organizational commitment and to task performance was stronger for individuals scoring low on power distance. From a practical standpoint, managers in manufacture industry and service organization that hope to increase employee task performance and organizational commitment could take actions to enhance employee 's perceived organizational support.

Keywords : Perceived Organizational Support、 Organizational Commitment、 Organizational Citizenship Behavior、 Task Performance、 Power Distance

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