

# 跨國企業員工組織社會化、內部行銷與服務品質關係之研究

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## 摘要

過去研究中服務品質可以提高顧客的滿意和組織承諾。透過內部行銷滿足內部顧客的需求，員工將會有更多的激勵和承諾為服務品質做出努力，結果可滿足外部顧客的期望。這只是單向過程，再組織社會化文獻中，組織社會化是一個過程，在該組織可以留任與解僱員工，員工也是可以接受或是不接受去適應組織，故組織社會化可說是一個雙向之過程。本研究以中國保險業務產業之員工為研究對象。探討組織社會化對服務品質之影響以內部行銷為中介效果。

關鍵詞：組織社會化、內部行銷、服務品質、保險業務產業

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