

# 組織政治知覺、組織正義與職場友誼關係之研究

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## 摘要

本研究試圖探索透過組織正義為中介變項，包括了分配正義、程序正義與互動正義，來影響組織政治知覺與職場友誼之間的關係。研究數據資料包含266個上海國泰人壽保險的員工，如同假設一般，研究結果是被支持的，表明了(1)組織政治知覺對組織正義有負向影響(2)組織正義對職場友誼有負向影響(3)組織正義完全中介影響了組織政治知覺和職場友誼的關係，而管理意涵及未來研究建議將在結論中討論。

關鍵詞：組織政治知覺、組織正義、職場友誼

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