The research of the relationships among organizational justice and negative behaviors in foreign lab

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ABSTRACT

Facing of the impact of globalization, business environment is getting more complex for Taiwanese firm operation and industrial specialized into professional group work. The implementation of cross-border labors helps enterprises to solve some basic problems; such as labor shortage; reduce the pressure on manufacturing relocation. But the Human Resources department within the enterprise has to face other challenges about cross-cultural management. This study is based on Human Resource management perspective to explore the linkage in foreign worker's organization justice and negative behaviors. Also, this study attempts to explore the cross-cultural values moderating effect between organizational justice and negative behavior. The methodology of this study is, adopted questionnaire survey for foreign workers in manufacturing industry as the research object. Then, apply descriptive statistics, difference test, correlation analysis and hierarchical regression analysis to analyze the data validation. Results showed: 1. Foreign workers organizations justice on the impact of negative behaviors, access to some empirical support. 2. Humanitarian to organization justice and negative behavior non-moderating effect. 3. Instrumentalism to organization justice and negative behavior non-moderating effect. Finally, this study describe the theoretical and practical implications, and propose research limitations and future research recommendations.

Keywords: foreign workers organizational justice negative behaviors cross-culture management

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