

員工與雇主之親屬關係與分配正義及工作投入之關係

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摘要

世界上大多數的公司都由創辦人或是他的家庭成員所控制，這是世界上普遍的現象，家族企業的經營者建立綿密的親屬關係，主要是希望親屬關係的員工能夠考量彼此的親屬關係，對於工作採取較為主動與積極的工作投入，然而經由檢視工作投入的前人文獻發現，並未有以親屬關係作為自變數的文獻，因此本研究以員工 - 雇主之親屬關係作為自變項，工作投入為因變項，藉以拓展工作投入的知識領域。為了純化此二變項之關係，本研究進一步控制了組織繼續承諾、組織情感承諾、性別等變項，並以分配正義認知、工作滿意、群體凝聚力為中介變項，藉以釐清自變項與因變項間之關係型態。

經由223份的有效樣本分析之後，研究結果顯示：一、分配正義認知對於員工與雇主俱親屬關係與工作投入中介效果是不成立的。二、工作滿意對於分配正義認知與工作投入中介效果是成立的。三、群體凝聚力對於分配正義認知與工作投入中介效果是不成立的。四、群體凝聚力對於工作滿意與工作投入中介效果是不成立的。

關鍵詞：親屬關係、分配正義、工作投入、群體凝聚力

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