

The study of the relationship between kinship and distributive justice and job involvement

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ABSTRACT

Most business operators prefer to hire employees with kinship ties assuming that such employees have higher active motivation and job involvement, previous studies on job involvement have not focused on kinship context variables, in order to extend the knowledge field of job involvement, this present study tried to test the kinship and job involvement, On the one hand, this study controlled three variable, organizational con-tinuance commitment, organizational affective commitment, and gender, to purify the relationship between independent variable and dependent variable. On the other hand, the study used distributed justice, job satisfaction, and group cohesiveness as modera-tors to test the conditional relationship between independent variable and dependent va-riable. Two hundred and twenty-three data were analyzed to test the research hypothes-es. The research results were as below: 1. The relationship between kinship and job involvement were not mediated by distributed justice. 2. The relationship between distributed justice and job involvement were mediated by. job satisfaction. 3. The relationship between distributed justice and job involvement were not me-di-ated by group cohesiveness. 4. The relationship between job satisfaction and job involvement were not me-di-ated by group cohesiveness.

Keywords : kinship、distributed justice、job involvement、group cohesiveness

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