

個人-組織契合度與組織忠誠關係之研究

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摘要

現代企業管理中，組織忠誠是企業不容忽視的議題。在這激烈競爭時代，如何尋求組織所需的人才，留住人才，並對組織忠誠是企業攸關勝敗的重要關鍵。員工在進入組織工作時，除了黑紙白字的勞動契約外，還存在另一無形之心理契約；心理契約會決定員工如何為組織付出。本研究旨在探討個人-組織契合度與組織忠誠之關係，心理契約與組織忠誠之關係，並探討心理契約在個人-組織契合度與組織忠誠間的干擾效果。本研究對象為台灣地區企業僱用之在職員工，共計發放問卷400份，回收有效問卷316份，有效問卷回收率為79%。研究結果發現，個人-組織契合度正向影響組織忠誠，關係型心理契約正向影響組織忠誠，交易型心理契約負向影響組織忠誠，但心理契約未對個人-組織契合度與組織忠誠之關係有干擾效果。最後依研究結果進行綜合討論，提出建議作為相關單位及未來研究者之參考。

關鍵詞：心理契約、組織忠誠、個人-組織契合度

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