

# The relationship between person-organization fit and organizational loyalty : 以心理契約為干擾變項

黃雅雯、林英顏

E-mail: 342049@mail.dyu.edu.tw

## ABSTRACT

In modern business management, organizational loyalty business issues can not be ignored. In this competitive era, how do organizations seek and retain qualified personnel and organizational loyalty is the key for organizations to success. When employees start to work in an organization, they sign not only written labor contract but also another invisible psychological contract, which determines how employees devote to the organization. This study examined the relationship between person-organization(P-O) fit and organizational loyalty and examined the moderating influence of psychological contract. The samples of this study are employees who work for corporations in Taiwan. In this study, 400 questionnaires were distributed and resulted in 318 effective respondents, the effective return rate was 79 percent. The results indicated that P-O fit positively affects on organizational loyalty, relational psychological contract positively affects on organizational loyalty, transactional psychological contract negatively affects on organizational loyalty. But psychological contract has no moderating effect on the relationship between P-O fit and organizational loyalty. Finally, according to the results, the managerial implications, limitations of this study, and the recommendations for future are discussed in detail.

Keywords : Psychological Contract、Organizational Loyalty、Person-organization Fit

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