

Building Job Engagement : A Study of Antecedents and Effects on Job Performance : 工作績效前因與效果之探討

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ABSTRACT

The purpose of this study is to examine perceived organizational support of employees engaged in the immediacy task, through job engagement, job involvement, job satisfaction, and intrinsic motivation respectively, affect task performance and organizational citizenship behavior or not. Drawing on a sample of 147 supervisor-subordinate dyads was from hospital in Taiwan. In this study, constructs with two sources job involvement, job satisfaction, and intrinsic motivation, while supervisors rated nurse task performance, and organizational citizenship behavior) were measured in order to reduce the possibility of same source bias. Confirmatory factor analysis and multiple regression technique were used to analyze the data and evaluate the research model. The results of this study are as follows: (1) Perceived organizational support is negatively related to task performance; (2) Perceived organizational support is negatively related to organizational citizenship behavior; (3) Job engagement, job involvement, job satisfaction, and intrinsic motivation have partly mediation effect of perceived organizational support on task performance; (4) Job engagement, job involvement, and job satisfaction have partly mediation effect of perceived organizational support on organizational citizenship behavior; (5) Job involvement has no mediating effect of perceived organizational support on organizational citizenship behavior.

Keywords : perceived organizational support、 job engagement、 task performance、 organizational citizenship behavior

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