

Value congruence, perceived organizational support, and job performance : the mediating effects of j

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ABSTRACT

The purpose of this study is to examine whether value congruence and perceived organizational support of employees engaged in the immediacy task, through job engagement, intrinsic motivation, and job involvement, respectively, affect task performance and organizational citizenship behavior or not. Drawing on a sample of 167 supervisor-subordinate dyads was from police officers in Taiwan. In this study, constructs with two sources (e.g. employees rated their value congruence, perceived organizational support, job engagement, intrinsic motivation, and job involvement; while supervisors rated 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) value congruence and perceived organizational support, respectively, has no significant influences on task performance; (2) value congruence and perceived organizational support, respectively, has no significant influences on organizational citizenship behavior; (3) job engagement, intrinsic motivation, and job involvement, respectively, has no mediating effect of value congruence on task performance; (4) job engagement, intrinsic motivation, and job involvement, respectively, has no mediation effect of value congruence on organizational citizenship behavior; (5) job engagement, intrinsic motivation, and job involvement, respectively, has no mediating effect of perceived organizational support on task performance; (6) job engagement, intrinsic motivation, and job involvement, respectively, has no mediation effect of perceived organizational support on organizational citizenship behavior.

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

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