

跨國企業員工組織正義、心理賦權與領導部屬交換關係之研究

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摘要

近年來，由於國際經濟大環境的快速變遷，再加上全球景氣處於低迷的狀態，使得設於台灣的跨國企業海外子公司面臨了極大的挑戰與壓力，外商的海外派遣人員也必須因應這股趨勢而有所警覺。因此，本研究的宗旨試圖以在台跨國企業員工為研究對象，以組織正義為自變數，心理賦權及領導部屬交換關係為依變數，探討當員工面臨主管在薪資或工作量上分配不公平時，是否會直接影響到員工為公司付出的意願降低，進而導致了員工與主管之間的人際關係生變。本研究的資料分析方法包含敘述性統計分析、信度與效度分析、相關分析、及階層式迴歸分析；依據第三章的資料蒐集所提到的部分，採問卷調查法進行資料的蒐集，以「外?銀行行員」為調查樣本，共發出600份，實際回收281份，267份為有效問卷，有效樣本回收率為44.5%。本研究藉由實證分析所得到的研究結果顯示如下：1. 組織正義對心理賦權有顯著正向的影響。2. 心理賦權對領導部屬交換關係有顯著正向的影響。3. 組織正義對領導部屬交換關係有顯著正向的影響。4. 心理賦權對於組織正義與領導部屬交換關係具有顯著的中介效果。經由上述結果，進一步提出理論上的實務運用以及後續研究之相關意涵與建議。

關鍵詞：組織正義、心理賦權、領導部屬交換關係

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