A study of the relationships among transnational corporation emplotees' organizational justice, psyc

note

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ABSTRACT

In recent years, due to the rapid international economic environment changes, coupled with state of global economic downturn, causing those foreign transnational enterprises subsidiaries which is located in Taiwan were facing a tremendous challenge and pressure in accordance to this trend, those expatriates managed in foreign companies are also on alert. Therefore, the object of this study is trying to utilize the transnational corporate employees as a research subject, organizational justice as an independent variable, psychological empowerment and leader-member exchange as dependent variables, and to discuss whether it will directly influence on the willingness of an employee to work for the company or not when an employee is facing an unfair distribution of salary or workload, further leads to the change of the relationships between employees and supervisors. Methods for data analysis of this study including descriptive statistical analysis, reliability & validity analysis, correlation analysis, and analysis of linear regressional model; In terms of the area of data collection mentioned in chapter three, questionnaire survey is being used for proceeding of data collecting based on the sample for survey of " foreign bank tellers", 600 of questionnaires were delivered, the actual number of respondents were 281, 267 were valid, effective sample rate of response were 44.5. The result of this empirical study obtained shown as follows: 1. The relationship between organizational justice and psychological empowerment is in significantly positive affect. 2. The relationship between psychological empowerment and leader-member exchange is in significantly positive affect. 3. The relationship between organizational justice and leader-member exchange is in significantly positive affect. 4. Psychological empowerment is in significantly positive mediating affect of the relationship between organizational justice and leader-member exchange. According to the results above, further proposed theoretical practical application and the implications and suggestions, which is relate to subsequent study.

Keywords : Organizational Justice   Psychological Empowerment   Leader-Member Exchange

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