

跨國企業員工組織文化、心理所有權與工作滿足關係之研究 = A study of the relationships among transnational corporation's em

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摘要

組織文化是一種人力資源管理的工具，有獨特的組織價值，可促進組織的穩定，提昇組織的生產力與競爭力；當員工的想法、需求與組織文化一致時，其滿足程度也會相對升高。本研究以跨國企業員工組織文化、心理所有權和工作滿足之間的影響關係作為研究主題，藉此釐清心理所有權是否為組織文化和工作滿足之調節變數。

本研究以國際航空公司員工及飯店旅遊業之跨國企業員工為研究對象，採問卷調查法發放問卷，共發放問卷900份，收回726份，問卷回收率達80.7%，有效問卷690份，研究結果如下：

- 1.組織文化與工作滿足具有正向關係。
- 2.員工的心理所有權程度愈高，工作滿足程度就愈高。
- 3.心理所有權對組織文化和工作滿足不具有調節作用。

關鍵詞：組織文化、心理所有權、工作滿足

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