A study of the relationships among transnational corporation's employee qrganizational culture, psychological ownership

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ABSTRACT

Organizational culture is an instrument of human resource management, which has a specific value for encouraging, stabling an organization and enriching the productivity and competition. The satisfaction of employees is improved while their thoughts and needs are coherent with the culture in an organization. The purpose of the research is to assess the relationships between transnational corporation's employee organizational culture, psychological ownership and job satisfaction. It aims to explore whether the psychological ownership will moderate the organizational culture and job satisfaction.

 For the study, questionnaire was prepared. 900 participants were recruited from international airlines in Taoyuan International Airport and the employees in international hotels. Of the study population, 726 subjects completed and returned the questionnaire. The response rate was 80.7% and 690 samples were valid. The results as follows:

1.There was a positive relationship between organizational culture to Job Satisfaction.

2.The higher the psychological ownership of employees were, the higher their job satisfaction were.

3.No significant moderating effect were founded between organizational culture and job satisfaction.

Keywords : organizational culture、psychological ownership、job satisfaction

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