

Driving Perceived Organizational Support, Core Self : 工作參與為中介效果 / 黃姿佳 撰 . - 彰化縣大村鄉 :

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ABSTRACT

This study was aimed to discuss the process in which perceived organizational support, core self-evaluations lead to job performance. This study also examined multilevel relationship in mediating process of job engagement, job satisfaction, intrinsic motivation between perceived organizational support and core self-evaluations, respectively, on job performance. Drawing on a cross-work unit sample of 181 supervisor-subordinate dyads was from 39 fire departments. In this study, constructs with different sources (e.g., firefighter rated their perceived organizational support, core self-evaluations, job engagement, job satisfaction, intrinsic motivation, and, while supervisors rated their employees' task performance and organizational citizenship behavior) in order to reduce the possibility of same source bias was measured. To enhance the clarity of the causal relationship among variables of the present study, questionnaires were distributed at two time points. The mediating effects of job engagement, job satisfaction, and intrinsic motivation, respectively, on generally well established relationships between perceived organizational support/core self-evaluations and job performance was examined. Hierarchical linear modeling was used to test the hypotheses. Results showed that the main effects of perceived organizational support and core self-evaluations by firefighters, respectively, lead to task performance and organizational citizenship behavior. Perceived organizational support through job engagement, job satisfaction, and intrinsic motivation, respectively, affect task performance, while perceived organizational support through job engagement also affects organizational citizenship behavior. On the other hand, core self-evaluations through these three mediating variables affect organizational citizenship behavior, while core self-evaluations also through two of three mediating variables (job engagement and intrinsic motivation) affect task performance. Based on the findings, some suggestions for managerial and practical fields were offered.

Keywords : perceived organizational support、 core self-evaluations、 job engagement

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