

A Study of the Relationship between Employee Workplace Friendship and Employee Socialization / 林幸昭 撰 .- 彰化縣大村鄉

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ABSTRACT

Both employees' workplace friendship and organizational socialization are important factors of an organization. The purpose of this study was to verify the relationship between workplace friendship and organizational socialization. The main hypothesis was that workplace friendship influenced organizational socialization.

This study is based on questionnaire survey through electronics technology industry staffs in Taiwan. 302 valid questionnaires were gathered and put into the analysis. According to the results, workplace friendship is significant positively related to organizational socialization. Then, it still stated that the other six parts are also related between workplace friendship and organizational socialization. In other words, there were six elements which support the constructions: history, language, politics, organizational goals and value, performance proficiency and people. Implications for further research and merger management are discussed.

Keywords : workplace friendship、organizational socialization

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