

# The study of relationships among emotional labor, workplace spirituality and organizational commitment / 呂秋雪 撰.- 彰

呂秋雪、楊豐華

E-mail: 354747@mail.dyu.edu.tw

## ABSTRACT

The current research aims to examine the relationship among emotional labor, workplace spirituality, and organizational commitment of the employees in primary schools teachers. A survey research was conducted using a sample of 59 primary schools in Changhua. Data was collected from 498 primary school teachers. The findings are divided into 3 parts in terms of co-relation, regression analysis, intervening variables. 1. Surface acting and workplace spirituality and organizational commitment are significantly negatively correlated; deep acting and workplace spirituality and organizational commitment are significantly positively correlated; workplace spirituality and organizational commitment are significantly positively correlated. 2. Surface acting has a significant negative prediction on workplace spirituality and organizational commitment; deep acting has a significant positive prediction on workplace spirituality and organizational commitment; workplace spirituality has a significant positive prediction on organizational commitment. 3. Workplace spirituality as an intervening variables and put it into the relationship among surface acting and deep acting, and organizational commitment, the researcher found that workplace spirituality has the significantly mediated effect.

Keywords : emotional labor、 surface acting、 deep acting、 workplace spirituality、 organizational commitment

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