

心理契約、倫理氣候與組織公民行為關係之研究 = A study of the relationships among psychological contract, ethical climate

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摘要

本研究旨在檢視心理契約對組織公民行為的影響，並以倫理氣候為干擾變項後所產生的影響。以外商傢俱員工為樣本，使用AMOS7.0來驗證假說。研究結果顯示，除了倫理氣候對心理契約與組織公民行為之間關係的干擾效果並不顯著以外，其餘的研究假說均獲得支持。最後，本研究亦對學術與管理意涵、研究限制與未來之研究建議提出討論。

關鍵詞：心理契約、倫理氣候、組織公民行為

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