

# The Relationship between Organization Justice Consciousness and Turnover Intension - Moderating Effect of Profit Sharing Satisfaction

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## ABSTRACT

This analysis is meant to find out the relationship between " Organization Justice Consciousness and Financial Advisor (FA) Turnover Intension " for Financial Advisors; with the moderating effect of " Profit Sharing Satisfaction " . Hopefully with this analysis can provide good reference to bank management. This analysis is conducted by using purposive sampling survey. That is, the opinions from financial advisors of Taiwan local banks and foreign banks across Northern, Central and Southern of Taiwan. Total of 300 surveys were distributed to selected population, 220 effective surveys were collected. Survey effective rate is 73.3%. The key findings of survey results are:1.The relationship between organization justice consciousness and FA turnover intension are significant inverse related. The higher awareness of organization justice of FA, the lower turnover intension would be.2.FA profit sharing satisfaction has significant disturb effect on " distribute justice " and " turnover intension " factors. That is, the higher satisfaction of profit sharing program, it weaken the relation between distribute justice and turnover intension factors.3.FA profit sharing satisfaction has no disturb effect on procedure justice and turnover intension.4.FA profit sharing satisfaction has no disturb effect on the relationship between interactional justice awareness and FA turnover intension.

Keywords : Profit Sharing Satisfaction of Financial Advisors、distributive justice、procedural justice、interactional justice、Justice Consciousness、Turnover Intension

## Table of Contents

中文摘要 . . . . .	i	英文摘要 . . . . .	i
. . . . . ii 誌謝 . . . . .		. . . . . iii 目錄 . . . . .	
. . . . . iv 表目錄 . . . . .		. . . . . vi 圖目錄 . . . . .	
. . . . . viii 第一章 緒論 . . . . .		. . . . . 1 第一節 . . . . .	
研究背景與動機 . . . . .	1	第二節 研究問題與目的 . . . . .	7
第一節 研究流程 . . . . .	8	第二章 文獻探討 . . . . .	10
第一節 組織公平知覺 . . . . .	10	第二節 離職傾向 . . . . .	
. . . . . 20		第三節 工作滿足 . . . . .	
第三節 員工分紅滿意度 . . . . .	26	第四節 工作壓力 . . . . .	
. . . . . 35		第五節 工作壓力 . . . . .	41
第五節 工作壓力 . . . . .	41	第三章 研究方法 . . . . .	
. . . . . 45		第一節 研究架構 . . . . .	45
第一節 研究架構 . . . . .	45	第二節 研究假設 . . . . .	
. . . . . 46		第三節 變數操作性定義與衡量量表 . . . . .	50
第三節 變數操作性定義與衡量量表 . . . . .	50	第四節 第四章 實證結果分析 . . . . .	
. . . . . 55		第一節 敘述性統計分析 . . . . .	55
第一節 敘述性統計分析 . . . . .	55	第二節 信度與效度 . . . . .	
分析 . . . . .	58	第三節 卡方分析 . . . . .	60
. . . . . 65		第四節 相關分析 . . . . .	
第五節 迴歸分析 . . . . .	65	第五節 結論與建議 . . . . .	
. . . . . 78		第一節 結論 . . . . .	78
第一節 結論 . . . . .	78	第二節 建議及貢獻 . . . . .	
. . . . . 83		參考文獻 . . . . .	87
參考文獻 . . . . .	83	附錄 研究問卷 . . . . .	
. . . . . 96		第五節 資料分析方法 . . . . .	
樣本與資料蒐集 . . . . .	96	. . . . .	
. . . . . 52			
52			

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