The Impact of job Playfulness and Organization Playfulness on The Organizational Socialization of New

,

E-mail: 360451@ mail.dyu.edu.tw

ABSTRACT

he purposes of this study were to realize how newemployee about their job playfulness, organizational playfulness and organizational socialization and the interrelationship among these factors. It was carried out by surveying all the staff members responsible. Questionnaires were sent to 350 objects with 246 returns. All returns were effective samples and thus the recovery rate was 70.28% . Important results were as follows. Personal background of these people had no significant effect on their organizational socialization. For the relationship between job playfulness and components of organizational socialization, job playfulness was positively correlated with people, Performance Proficiency, Language, politics Organizational Goals and Values, History. Analyzing the effect of organizational support on the components of organizational socialization by simple linear regression suggested that it had positive effect on people, Performance Proficiency, Language, politics, Organizational Goals and Values, History. However, further analysis of the modifying effect of organizational playfulness to job playfulness on components of organizational socialization by hierarchical regression indicated that it had only strengthen effect on Organizational socialization but did not have nay significant effect on people, Performance Proficiency, Language, politics Organizational Goals and Values, History.

Keywords : job playfulness　organizational playfulness　organizational Socialization

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