

A Study of Relationships among Perceived Organizational Support, Employee Competence, Job Satisfaction and Organization

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ABSTRACT

With the vigorous development of Taiwan's tourism industry, tourist hotels in the tourism industry are the most development potential of the industry. The tourist hotel employee is one of the key organizational and operational success or failure. Enable to retain talent, organizations operating a big help. This study uses perceived organizational support, employee competence, job satisfaction and organizational commitment as the framework to verify its relationship. A random sample of 600 questionnaires is issued to hotel employee for the survey and effective questionnaires are 222. Descriptive statistical analysis, reliability and validity analysis, the difference test, Pearson correlation analysis, structural equation modeling analysis are used to analyze the data. The results show that: (a) perceived organizational support available through the employee competence to enhance organizational commitment; (b) perceived organizational support available through job satisfaction, enhance organizational commitment; (c) perceived organizational support available through employee competence, working to meet to enhance organizational commitment. Keywords: Perceived organizational support, Employee Competence, job satisfaction, organizational commitment

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