A Study of the Relationships among Organizational Culture, Organizational Change, Job Satisfaction and......

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ABSTRACT

Taoyuan International Airport is the major gateway of Taiwan's air transportation. To keep up with the world trend and increase its competitiveness, the Ministry of Communications and the Civil Aviation Authority refer to the management types of international airports.By means of corporatization type of organization ,the efficiency of the airport operation and releated constraction are expected to be enhanced. Therefore, employees' opinions towards organizational culture, change, commitment and job satisfaction in the transformotrn of Taoyuan Airport , are worth exploring. Based on the related literature, this study intended research framework to give operational definitions of variables and to design the questionnaire. This study is a survey of Taoyuan Airport staffs. There are 243 samples and the data is analyzed with the statistical software SPSS 12.0 and AMOS 18.0 in order to verify the relationship among the variables. The result shows that organizational changes have a significant positive impact on job satisfaction and organizational commitment. Job satisfaction is also a positive impact on organizational commitment.On the other hand, organizational culture has a positive influence on organizational change while there's no obvious relation to job satisfaction and organizational commitment. As a result, during the enterprise reform,the employees will produce a high de-gree of loyalty while the organization culture is strengthened to enhance their cogni-tive of transformation and job satisfaction. Therefore, the aim of organizational change is exactly achieved.

Keywords : organizational culture　organizational change　job satisfaction　organizational commitment

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