

A Study of the Relationships among Organizational Justice, Burnout, Job Satisfaction and Organizational Commitment

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ABSTRACT

To improve national image, Taiwanese government reformed and privatized Chiang Kai-Shek International Airport to its current structure, Taiwan Taoyuan International Airport Corporation Ltd., and expects the reform would improve organizational performance. Yet, whether the employee in the corporation recognizes the corporate objective and enhances their performance after the welfare system has been changed is to be testified. Therefore, this study uses the case of the reform to testify the interrelationship among employee equality in organization, burn-out, job satisfaction, and organizational commitment. Based on the references, the study adopts the concept of the related theory as research framework to construct statistical analytical framework, to define operational definitions of the variables, and to design questionnaire. The study has taken Taiwan Taoyuan International Airport Corporation Ltd. Employees as the sample objects and surveyees, and effective samples and surveys received number 211. Then, the statistical data collected from surveys are processed by the statistical softwares SPSS 18.0 and AMOS 6.0 to analyze and testify the interrelationships among the variables. The result of the statistical analysis and the conclusion of this study are that organizational equality has significant positive effect on job satisfaction, job satisfaction has significant negative effect on burnout, job satisfaction has significant positive effect on organizational commitment, and burnout has significant negative effect on organizational commitment. Finally, by the results of the study, the study proposes the implications of management in academics and practice, and offers advice for further research in future.

Keywords : Organizational Justice、 Burnout、 Job Satisfaction、 Organizational Commitment

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