

# 組織氣候對工作投入之影響-以工作安全感與組織承諾為中介變數

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## 摘要

本研究旨在探討組織氣候、工作安全感、組織承諾與工作投入間之關係，以及驗證工作安全感與組織承諾兩者，分別對組織氣候與工作投入間之中介效果。本研究以正職保險從業人員為研究對象，透過立意抽樣收集資料，共發出問卷530份，收回有效問卷399份，有效問卷回收率為75.3%。研究結果顯示：(1)組織氣候與工作投入有正向關係；(2)組織氣候與工作安全感有正向關係；(3)工作安全感與工作投入有正向關係；(4)組織氣候與組織承諾有正向關係；(5)組織承諾與工作投入有正向關係；(6)工作安全感對組織氣候與工作投入間具中介效果；(7)組織承諾對組織氣候與工作投入間關係具中介效果，並提出管理實務及建議。

關鍵詞：組織氣候、工作安全感、組織承諾、工作投入

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