

外商銀行主管行為正直、員工心理所有權與工作滿足關係之研究

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摘要

本研究的研究目的在探討主管行為正直、員工心理所有權與工作滿足三者之關係。採用問卷調查方式蒐集資料，研究對象為在外的外商銀行員工，有效問卷共計291份，有效問卷回收率為72.8%。資料分析方法主要透過皮爾森相關分析與迴歸分析來探討各變數間的關連性，彙整實證結果如下：1. 主管行為正直對員工工作滿足具有正向影響。2. 主管行為正直對員工心理所有權具有正向影響。3. 員工心理所有權對員工工作滿足具有正向影響。4. 員工心理所有權對主管行為正直與員工工作滿足之關係具有部分中介效果。最後，經由上述結果，進一步提出理論、實務運用之相關意涵以及後續研究與建議。

關鍵詞：行為正直、心理所有權、工作滿足

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