

A Study of the Relationships among Foreign Bank Supervisors' Behavioral Integrity, Employees' Psychological.....

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ABSTRACT

The purpose of the study is to investigate the relationships among supervisors' behavioral integrity, employees' psychological ownership and job satisfaction. The research subjects were employees of foreign banks in Taiwan. 291 effective questionnaires were retrieved and the valid response rate is 72.8%. Pearson and regression analysis were used to show the correlation between the variables. The results were as follows: 1. Supervisors' behavioral integrity positively influenced employees' job satisfaction. 2. Supervisors' behavioral integrity positively influenced employees' psychological ownership. 3. Employees' psychological ownership positively influenced employees' job satisfaction. 4. Employees' psychological ownership had the partially mediating effect to the relationship between supervisors' behavioral integrity and employees' job satisfaction. Finally, according to the research results, the study provided some meanings and suggestions in the theories, empirical studies, practices and future directions.

Keywords: behavioral integrity、psychological ownership、job satisfaction

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