

The Relationship between Profit Sharing and Employee Self-Enhancement

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ABSTRACT

The relationship between profit sharing, employee attitudes and employee self-enhancement remain unclear. Thus, the purpose of this study was to understand employees perception of profit sharing, to clarify the issues, and to examine the mediation effects of job involvement and organizational identification on the relationship between profit sharing and employee self-enhancement. Data were obtained from employees, 530 samples randomly selected, and 455 valid surveys were returned. The response rate was 85.8%. Sex, age, educational attainment and organizational tenure were taken as controlled variables based on past literature and the hierarchical regression was used in testing the research hypotheses. The empirical results are as follows: 1. There is evidence of a significant positive relationship between profit sharing and employee self-enhancement. 2. Profit sharing has a positive effect on job involvement, and positive effect on organizational identification. 3. A positive effect between job involvement and employee self-enhancement, and organizational identification is significant positive associated with employee self-enhancement. 4. Job involvement and Organizational identification mediated the relationship between profit sharing and employee self-enhancement. 5. Different type of profit sharing played a moderator influencing the relationship of profit sharing and employee self-enhancement. According to the results of this study, theoretical and managerial implications and the future research directions are also discussed.

Keywords : profit sharing、 employee self-enhancement、 job involvement、 organizational identification

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