

# A Generalized Predictive Model for Multidimensional Study of Dual Commitment

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## ABSTRACT

The purpose of this project is to develop a generalized predictive model for multidimensional study of dual commitment to company and union. Due to the increase of labor union activities in our country, how to maintain a good labor-management relationship becomes an important issue for both management and labor organizations. First, four patterns of dual commitment in related to company and union are proposed as intermediate variables. Then, multidimensional antecedents include personal characteristics, work-related variables, union-related variables, industrial relations contexts and labor market contexts are presented. Two outcome variables such as company participation satisfaction and union function satisfaction are both considered. Finally, through the process of dimension selection, questionnaires design, subject selection and measurement, as well as statistical analysis and conclusion, a multidimensional predictive model for dual commitment is developed followed by the theoretical and practical implications of this study.

Keywords : 雙組織承諾 ; 多構面預測模式 ; 工會承諾 ; 公司承諾

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