

The Effects of Labor-Management Relationship for Different Organizational Environments

張庭源、黃開義

E-mail: 8809493@mail.dyu.edu.tw

ABSTRACT

Due to the increase of labor-management interactions and activities in our country, how to maintain a good labor-management relationship becomes an important issue for the industry as well as the government. The purpose of this project is to investigate the effects of labor-management relationship for different organizational climate environments. Multidimensional antecedents have been include in our model, those are personal characteristics, company characteristics, work values, and organizational commitment. Through the process of dimension selection, questionnaires design, subject selection and measurement, as well as statistical analysis and conclusion, a multidimensional effect model of labor-management relationship for different organizational climate environments is developed followed by the theoretical and practical implications of this study.

Keywords : Organizational Climate ; Labor-Management Relationship ; Company Characteristics ; Work Values ; Organizational Commitment

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