

The Effects of Personnel System on Job Satisfaction and Organizational Commitment in the Process of Organizational Change

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ABSTRACT

When the organization facing the decline of the environment, for upgrading the ability of self-competition, and turn to the internal organization change, the restructure process of organization can improve the competition ability and working efficiency of organization, and also can keep pace with the change of external environment. During the process of the organization change, the most common method is downsizing method. The studying object of the research is the senior administrative staff of the H.Q. of Combined Service Forces (CSF). It makes use of the method of question paper to estimate the influence of the satisfaction of working and promise of organization on the perception of personnel system after the organization change of the organization and reduction of the manpower. And the research of studying is by way of the descriptive statistics, ANOVA, regression analysis, and hierarchical multiple regression. The results of this research indicate there is some remarkable difference in the internal satisfaction because the difference among the working places, sexes, marriage, age, position, the title of professional, the age of service, director, the level of the education. And also there is obvious influence on the internal satisfaction owing to the difference of the personal age, the level of the education, the perception of the promotion system of personnel, and the attitude toward to the refining program. There is some noticeable difference in the general satisfaction because the difference of the working places and directors. And also there is obvious influence on the general satisfaction owing to the difference of the personal age, the perception of the promotion system of personnel, the perception for the system of personnel rewards and penalties, and the aptitude toward to the refining program. Because of the difference of working place, sexes, marriage, age, position, the years of service and the level of education, there is remarkable difference on the affective commitment. And also, in the normal satisfaction, there are many noticeable influences owing to the condition of one 's marriage, age, the level of education, the perception for the promotion system of personnel, the perception for the system of personnel rewards and penalties. Because of the difference of working place, sex, marriage, age, position, the title of professional, the years of service and the level of education, there is remarkable difference on the continuance commitment. And also, there are many noticeable influences owing to the personal sex, the condition of one 's marriage, the years of service, the level of education, the perception of the promotion system of personnel, the perception of the system of personnel rewards and penalties and the system of payment and welfare. Because of the difference of working place, sex, marriage, age, position, the title of professional, the years of service and the level of education, there is remarkable difference on the normative commitment. And also, there are many noticeable influences owing to the personal age, the level of education, the perception of the promotion system of personnel, the perception of the system of personnel rewards and penalties. And there is noticeable influence on the attitude of refining program. There is obvious interactive influence on the normative commitment owing to the system of payment and welfare and the attitude of refining program.

Keywords : organization change ; personnel system ; job satisfaction ; organization commitment

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