

# 台灣與大陸企業組織公正, 員工工作滿意與組織公民行為關係之比較研究

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## 摘要

跨區域或跨國籍的比較研究, 在組織公民行為的領域中, 是極少備探討的。本研究旨在探討台灣與大陸地區, 其組織公正、員工工作滿意對組織公民行為的影響性, 並比較不同地理區域下之組織公正、員工工作滿意與組織公民行為是否存在差異。研究結果顯示: 一、台灣與大陸的企業員工所認知的組織公正各構面並無顯著差異。二、台灣與大陸的企業員工對於升遷與工作夥伴的滿意度有顯著差異外, 其餘並無顯著差異。三、台灣與大陸的企業員工所展現的利他行為、運動家精神、事先知會行為有顯著差異外, 其餘構面並無顯著差異。四、兩岸在組織公正對組織公民行為之影響上, 除了大陸員工分配公正對運動家精神無關外, 其他構面皆成顯著相關性。五、台灣與大陸兩地企業, 員工工作滿意對組織公民行為的影響有顯著差異之推論僅部分成立。

關鍵詞: 組織公正、員工工作滿意、組織公民行為、比較研究

## 目錄

第一章 緒論 第一節 研究背景--P1 第二節 研究動機--P2 第三節 研究目的--P4 第四節 研究流程--P5 第二章 文獻探討 第一節 組織公民行為 一、組織公民行為起源與定義--P6 二、組織公民行為構面--P11 三、組織公民行為的前因變項--P18 四、小結--P24 第二節 組織公正 一、組織公正理論起源--P24 二、組織公正構面與發展--P26 三、組織公正與組織公民行為--P28 四、小結--P31 第三節 員工工作滿意 一、工作滿意之定義--P32 二、工作滿意之構面--P34 三、工作滿意與組織公民行為之關係--P35 四、小結--P37 第四節 不同國籍企業組織公民行為之比較研究 一、比較管理--P37 二、不同國籍之企業組織公民行為之比較研究--P38 三、小結--P39 第三章 研究方法 第一節 研究架構--P40 第二節 研究假設--P41 第三節 操作性定義與衡量--P45 第四節 研究樣本與資料處理--P48 第四章 資料分析與研究結果 第一節 有效樣本之資料分析--P52 第二節 獨立樣本T檢定--P54 第三節 單因子變異數分--P57 第五章 結論與建議 第一節 研究結果--P61 第二節 管理意涵與建議--P71 第三節 研究限制與後續研究建議--P73 參考文獻--P74 附錄一 研究變項衡量題項--P85 附錄二 因素分析--P88 附錄三 問卷信度結果--P91 研究問卷--P97

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