

A COMPARATIVE STUDY ON ORGANIZATIONAL JUSTICE, JOB SATISFACTION AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR BETWEEN TAIWAN AND

陳麗綺、劉家駒,陳木榮

E-mail: 9126325@mail.dyu.edu.tw

ABSTRACT

THE CROSS-NATIONAL COMPARATIVE STUDY OF ORGANIZATIONAL CITIZENSHIP BEHAVIORS(OCBS) IS SELDOM DISCUSSED.THE THESIS IS TO RESEARCH IF THERE ARE SIGNIFICANT DIFFERENCES IN ORGANIZATIONAL JUSTICE,JOB SATISFACTION AND OCBS BETWEEN TAIWAN AND MAINLAND CHINA.TO UNDERSTAND HOW THE CROSS-NATIONAL FACTOR INFLUENCES THE RELATIONSHIP BETWEEN ORGANIZATIONAL JUSTICE & OCBS,AND JOB SATISFACTION & OCBS IS ALSO OUR MAIN INTEREST.THE RESULTS CAN BE SUMMARIZED AS FOLLOWS: 1. THERE ARE NO SIGNIFICANT DIFFERENCES IN ORGANIZATIONAL JUSTICE BETWEEN TAIWAN AND CHINA 2. THERE ARE NO SIGNIFICANT DIFFERENCES IN JOB SATISFACTION BETWEEN TAIWAN AND CHINA EXCEPT PROMOTION AND CO-WORKERS. 3. THERE ARE SIGNIFICANT DIFFERENCES IN THREE DIMENSIONS OF OCBS: ALTRUISM, SPORTSMANSHIP AND COURTESY BETWEEN TAIWAN AND CHINA. 4. THE RELATIONSHIP BETWEEN ORGANIZATIONAL JUSTICE AND OCBS IS RELATED IN TAIWAN AND CHINA EXCEPT THE RELATION COMPOSITION OF DISTRIBUTIVE JUSTICE AND SPORTSMANSHIP. 5. THE ASSUMPTION WITH SIGNIFICANT DIFFERENCES OF THE RELATIONSHIP BETWEEN JOB SATISFACTION AND OCBS IN TAIWAN AND CHINA IS PARTIALLY APPROVED.

Keywords : ORGANIZATIONAL JUSTICE, JOB SATISFACTION, ORGANIZATIONAL CITIZENSHIP BEHAVIOR,COMPARATIVE STUDY.

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