

工作滿足感、組織承諾與個人-組織契合度對組織不當行為之影響研究

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摘要

藉由過去的文獻中可知，對於組織行為的研究較著重於組織成員的正面態度，在組織成員之負面態度的議題則少有範圍廣泛的理論及相關工作場合不當行為的命題。因此，本研究主要是由工作滿足感、組織承諾、與個人-組織契合度的角度，探討對組織不當行為的影響。研究樣本共計856位，主要之研究結果如下：一、由因素分析法萃取出組織不當行為的三個因素，分別是怠惰行為、不當得利行為、與傷害行為。二、結構方程式的分析結果顯示，工作滿足感、組織承諾、及個人-組織契合度對組織不當行為，具有顯著的負向影響。

關鍵詞：組織不當行為；工作滿足感；組織承諾；個人-組織契合度

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