The Influence of Job Satisfaction, Organizational Commitment and Person-Organization Fit on Organizational Misbehavior

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ABSTRACT

According to the past literature, the researches on the field of organizational behavior mostly focus on positive side about the organizational members' attitudes, seldom to touch the issue on negative attitudes or even the organizational misbehavior in workplace. In this way, in this study we mainly confer the influences of the organizational misbehavior through the perspectives of job satisfaction, organizational commitment and person-organization fit. Data were collected via the questionnaire survey by convenience sampling method, and 856 valid samples were selected. The main results of this study were presented as followings 1. After factor analysis, this study extracts three categories of organizational misbehavior, which are inactive behavior, crooked behavior about obtain benefit, and harmful behavior. 2. It is discovered from the analysis results through the structural equation model that job satisfaction organizational commitment and person-organization fit are significant negative related to the organizational misbehavior.

Keywords : Organizational Misbehavior ; Job Satisfaction ; Organizational Commitment ; Person-Organization Fit

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