

The Impact of Organization Commitment and Organization Value on Staff's Job Satisfaction-A Study of Military Weather For

魏澤坤、陳木榮

E-mail: 9314178@mail.dyu.edu.tw

ABSTRACT

This research is probed into adjustment of organization, whether the personnel's organizational commitment and organizational value has influence the satisfactions on the work. Via relevant documents and real questionnaire statistical analysis, come to verify its present situation by way of real example. This article are selected the Armed Forces Combat Support Units as the research object, to study the Armed Forces through the reorganization, whether the Air Force Weather Wing Personnel's satisfactions on the work is influenced. Wish to make use of this research to understand that the Armed Forces personnel's organizational commitment and organizational value has influence the satisfactions on the work, as the reference of the Armed Force's reorganization in the future; And, verify the enterprise's management theory and way by this are also suitable for the use by the Armed Forces organizational management. The Study Structures are three dimensions of organizational commitment (Affective Commitment、Continuance Commitment、Normative Commitment) and organizational value to the three dimensions of work satisfactions (Instrumental satisfactions (Instrumental satisfactions、social satisfactions、egocentric satisfactions) to performed the relevant analysis. Questionnaire investigation sends out 125 shares, retrieve 125 shares. Among them effective 121 shares of questionnaire, accounts for 96.8%. Go on the computer analyze with SPSS 10.0 edition, to performed the reliability and correlation analyzes, prove with the simple regression and multiple regression separately, the result of study is confirmed: 1. The member's organizational commitment level can influence the degrees of work satisfactions. 2. The member's organizational value cognition level can influence the degrees of work satisfactions. 3. The Members' rank level can influence the degrees of work satisfactions.

Keywords : organization commitment,organization value,job satisfaction

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