

A Study on the Relationships among Personality Characteristics, Organizational Culture and the Effectiveness of Transfer

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ABSTRACT

The research focuses on the relationships among banking employees' personality characteristics, organizational culture and the effectiveness of transfer training. In addition, one-way ANOVA, t-test, Person product-moment correlation analysis, factor analysis, reliability analysis, and stepwise regression analysis are used to analyze data. The results indicate that (1) demographic variables such as sex, age and service department are significant to the dimension of the effectiveness of transfer training, (2) internal locus of control has positive correlation with the effectiveness of transfer training, that is, the more internal locus of control employees have, the better effect the effectiveness of transfer training will be, (3) external locus of control has negative correlation with the effectiveness of transfer training, that is, the more external locus of control employees have, the worse effect the effectiveness of transfer of training will be, (4) as for these dimensions of organizational culture, bureaucratic culture has negative correlation with the effectiveness of transfer training; supportive and innovative culture have positive correlation with that, which means the more degree support given to employees by organizations, the more support, trust, creative and risky ideas employees will show, which results in better effectiveness of transfer training, (5) As for the interacted effect between personality characteristics and organizational culture on the effectiveness of transfer training, the result is the interacted effect between personality characteristics of external locus of control and supportive culture has negative effect on the effectiveness of transfer training.

Keywords : personality characteristics ; organizational culture ; the effectiveness of transfer of training ; banking industry

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