

員工倫理氣候認知及組織公平對員工道德行為承諾之影響-以大陸籍員工為例

李進昌、賴文魁、劉家駒

E-mail: 9403221@mail.dyu.edu.tw

摘要

本研究探討大陸籍員工倫理氣候認知及組織公平對員工倫理行為之影響。以員工倫理氣候認知（關懷導向氣候、法規導向氣候、公司利益導向氣候、獨立導向氣候、個人利益導向）與組織公平（分配公平、程序公平）為自變數，以員工道德行為承諾為應變數。本研究利用大陸地區之職工人員作一研究調查，一共發放 460份問卷，而回收的有效問卷一共有185份，並利用SPSS 10.0 電腦統計套裝軟體以迴歸驗證，獲以下結果：一、簡單迴歸分析中，關懷導向氣候認知、法規導向氣候認知與公司利益導向氣候認知對於員工道德行為承諾具有顯著影響。二、簡單迴歸分析中，分配公平與程序公平對於員工道德行為承諾具有顯著影響。三、在複迴歸分析中，則以關懷導向氣候認知、法規導向氣候認知與公司利益導向氣候認知對於員工道德行為承諾具有顯著影響；而分配公平與程序公平對於員工道德行為承諾則不具有顯著影響。

關鍵詞：倫理氣候認知、組織公平、員工道德行為承諾

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