

A Study on the Relationship between Oversea Adjustment and Citizenship Behavior -- the case of Foreign Workers in Taiwan

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ABSTRACT

ABSTRACT This research discusses the adjustment and all the situations that the foreign workers in Taiwan may face in order to observe the influence of sea adjustment on organizational citizen behavior. The independent variable is sea adjustment (work adjustment, social adjustment, interactive adjustment). The dependent variable is foreign workers' organizational citizen behavior (justice, helping colleagues, no producing quarrels or pursuit of fame, obey the rule and solid, identifying, commit the organizations, promoting ability) This research takes manufactural foreign workers who come from Philippines, Thailand, and Vietnam in mid-Taiwan for example. Separately 250 questionnaires were sent and 243 copies of completed questionnaires were returned. After regression analyzed with the SPSS 10.0 statistical analysis program, the conclusion is as follows: 1. The more foreign workers adjust their task content and the requisition of their performance; the more foreign workers will commit the organizations, help colleagues and promote ability. 2. The older foreign workers are and the longer they stay in Taiwan, the harder they will destroy organization just for their own benefits. 3. The better foreign workers interact with Taiwanese, the better they perform and justice. 4. The more foreign workers adjust their task content and the requisition of their performance and the older foreign workers are and the longer they stay in Taiwan both could make it easier to occur organizational citizen behavior. Keywords: Foreign workers, Sea adjustment, Organizational citizen behavior

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