

The Research on the Relationship among Reward System, Leadership Style, Organizational Culture with Job Attitude for the Foreign English Teacher of the Educational Industry in Taiwan

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ABSTRACT

The purposes of this study are to explore the correlation among reward system, leadership style, organizational culture with job attitude for the foreign English teacher of the educational industry. To analyze the main predictive factors on the foreign English teachers' job attitude, and to find what the foreign English teachers' reward system had the significantly mediated effect among reward system, leadership style, organizational culture and job attitude. The subjects were 376 foreign English teachers drawing from the different educational industry in Taiwan. Surveyed questionnaire included personality traits scale, and job attitude scale. Data were analyzed by using descriptive and inferential statistic methods, including t-test, one way ANOVA, Pearson correlation, step-wise multiple regression. The major findings were as follows: 一、The foreign English teachers' Organizational culture has the significantly positive effect to perception of job attitude. 二、The foreign English teachers' leadership style has the significantly positive effect to perception of job attitude. 三、The foreign English teachers' Organizational culture has the significantly positive effect to perception of reward system. 四、The foreign English teachers' Organizational culture has the significantly positive effect to perception of reward system. 五、The foreign English teachers' reward system has the significantly positive effect to perception of job attitude. 六、The foreign English teachers' reward system had the mediated effect among the reward system, leadership style, organizational culture and job attitude. 七、For the foreign English teachers' job attitude (included job satisfaction and Organizational commitment), there is a significant difference between different sex. And male is a little higher than female. For job attitude, there is a significant difference between different ages and work seniority.

Keywords: reward system, leadership style, organizational culture, job satisfaction, organizational commitment

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