

The Influence of Employee 's Stock Ownership Plans and Its Personality traits on Organization satisfaction

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ABSTRACT

ABSTRACT The main purpose of this research is to investigate the Influence of Employee 's Stock Ownership Plans (cash bonus; stock bonus; executive stock option; cash bonus and stock bonus; cash bonus and executive stock option; stock bonus and executive stock option; cash bonus , stock bonus and executive stock option) and Its Personality traits (internal control, external control) on Organization satisfaction. The main purpose of the research are : First, what difference on Incentive from difference employee 's stock ownership plans on the organization satisfaction ? Second, if employees think that difference employee 's stock ownership plans on the organization satisfaction have Incentive. What employee 's stock ownership plans were better ? Third, does difference personality traits on organization satisfaction have significantly difference ? Finally, does difference personality traits and difference employee 's stock ownership plans on organization satisfaction have significantly ' ' interaction effect ' ' ? Cable and Fitzroy (1980) and Blinder (1992) point out that sharing schemes can transform fundamentally the atmosphere of the workplace by eliminating the traditional conflict between workers and the firm, because cooperation raises the workers ' effort due to maximization of joint wealth. Judge, Higgins, Thoresen, and Barrick (1999) compared personality factors to career success. They found that neuroticism (negative emotionality) , extraversion, and conscientiousness have been most highly related to career success. Theory and evidence have suggested a negative relationship between neuroticism and job satisfaction, and a positive relationship has been implied between extraversion and job satisfaction. Recently, profit sharing and stock ownership system was practiced by the high-tech industry in Taiwan. According to these scholars, the objective of this research is to establish a framework that the influence of employee 's stock ownership plans and its personality traits on organization satisfaction. The major conclusions of this research are as follows: Difference employee 's stock ownership plans and the organization satisfaction of the employees have significantly difference. In particular, people with bonus of cash and stock have better organization satisfaction. The personality traits and the organization satisfaction of the employees have significantly difference. People with internal locus of control are higher organization satisfaction. Difference personality traits and difference employee 's stock ownership plans on organization satisfaction have significantly ' ' interaction effect ' ' . Difference employee 's stock ownership plans. People with internal locus of control are higher organization satisfaction.

Keywords : employee 's stock ownership plans ; cash bonus ; stock bonus ; executive stock option ; locus of control ; personal traits ; organization satisfaction

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