

The Influence of Employee Upward Striving on Training Intention - Degree of Internationalization as a Moderator

吳婉祺、吳孟玲

E-mail: 9511148@mail.dyu.edu.tw

ABSTRACT

The purpose of this study was to investigate the influence of employee upward striving on training intention, and examine the moderating effect of burnout, leader-member exchange relationship, and the degree of internationalization. Data collected from 462 questionnaires were analyzed by hierarchical multiple regressions. The major findings indicated that (1) Upward striving was positively related to training intention. (2) The relationship between upward striving and training intention is stronger when burnout is higher. (3) The relationship between upward striving and training intention is weaker when leader-member exchange relationship quality is higher. (4) The relationship between upward striving and training intention is stronger when the degree of internationalization is higher. Finally, implications of these findings for management practice and future research are discussed

Keywords : upward striving, training intention, burnout, leader and member exchange relationship, degree of internationalization

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