

# 主被併企業之國際化差距對被併員工適應程度之影響-以知覺歧視為干擾因子

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## 摘要

在購併事件中，組織作為、組織特徵與主併員工之行為會影響被併員工之態度。本研究檢視主併企業之組織關懷、主被併企業之國際化差距與知覺歧視對被併員工之適應與工作滿足感的影響。本研究以被併之銀行從業人員為對象，共回收757份有效問卷。研究結果顯示(1)知覺歧視為組織關懷、國際化程度差距對適應之干擾因子。(2)知覺歧視為組織關懷對工作滿足感之干擾因子。(3)適應為組織關懷與知覺歧視之交互項對工作滿足感之中介因子。最後，本研究亦對研究與管理意涵及未來之研究建議提出討論。

關鍵詞：組織關懷；國際化差距；知覺歧視；適應；工作滿足感

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