

Relationships among Organizational identification, Career development, Job satisfaction and organizational citizenship...

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ABSTRACT

The purpose of this research is to probe the mutual relationships in organizational identification, career development and job satisfaction among the organizational citizen behavior of elementary school teachers. In order to know the effect by the incorporation of other variable, the job satisfaction is used as an intermediate to see whether the or-ganizational citizen behavior in organizational identification and career development will or will not be changed. The investigation is done by using panel survey. Original samples were from the elementary school teachers of Tai Chung city. Total survey sam-ples issued by the author were 510 copies, 392 copies of them were retrieved and 374 copies of them were valid retrievals. The probability of total retrieval and effective re-trieval is 76.9% and 73.3% respectively. From the survey, some conclusions are sum-marized as follows. (1) The establishment of organizational identification has con-spiciously positive effect on job satisfaction. (2) The establishment of career develop-ment has conspicuously positive effect on job satisfaction. (3) The establishment of job satisfaction has conspicuously positive effect on the organizational citizenship behavior. (4) The establishment of career development has conspicuously positive effect on the organizational citizenship behavior. (5) The establishment of organizational c identifica-tion has conspicuously positive effect on career development. (6) The establishment of organizational identification has conspicuously positive effect on the organizational citizenship behavior. (7) The interactions between job satisfaction and organizational identification have interfering effects on the firmly organizational citizenship behavior. (8) The interactions between job satisfaction and career development have interfering effects on the organizational citizenship behavior. (9) Tai Chung city ' s female, unmar-ried and non-senior elementary school teachers with lower incomes have lower percep-tion on the organizational citizenship behavior.

Keywords : organizational identification ; career development ; job satisfaction ; organizational citizenship behavior

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