Moderating Effect of Attitude Towards Organizational Change and Person-Organization Fit on Relationship between ...

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ABSTRACT

The situation of Asia has become more and more relaxed so the countries of the world have started organizations. The purpose of this study was to explore moderating effect attitude towards organizational change and Personal-organization fit on relationship between organizational commitment and organizational misbehavior. Our analysis results can provide reference for decision-making units. In this study, our object is volunteers for military service, including military units, schools and other units. Issued a total of 600 questionnaires, 511 effective questionnaires were recovered, the recovery rate of 85.2%. We use statistical methods included descriptive statistics, reliability, correlation analysis and moderated regression analysis. Conclusions of this study are as follows: (1)Organization commitment for the military, organizational change attitudes, personal-organization fit and organizations misbehavior are medium level. (2)Military organizations undertook to have the dimensions of the Organization of misconduct are generally negative impact. (3)Organizational change attitudes to the organizational commitment and organizational misbehavior have moderating effects. According to conclusions, we provide recommendations as follows: (1)Planning reform should build up an agreement that is not appropriate to the period of changes too long. (2)Inadequate staffing units, then very widely held reserve officers, detailed review. (3)If it is necessary to review whether the third wave will face potential inappropriate, obviously, should review prior prevention.

Keywords: organizational change attitudes ; personal-organization fit ; organizational commitment ; organizational misbehavior

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