

A Field Study of The Relationship among international business employees ' Personality, Organizational Commitment, ...

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ABSTRACT

The enterprise usually invests the massive time and money in the manpower capital; by with promote talented person's technique and the ability. Organizational commitment is one of the most important antecedents, which influence the formation of organizational citizenship behavior in an organization. According to above, the present study focused the relationship among personality, organizational commitment, and organizational citizenship behaviors. This study took the staff of Bicycle industry. Add up to issue 560 of questionnaires, and there are 513 of effective questionnaires of the actual recycling. (Effective rate of recycling is 91.61%). And the research uses the canonical correlation and the multiple regression analysis method of the SPSS software, to identify whether the personality, organizational commitment, and organizational citizenship behaviors have relations of significant influences. The research findings are following: 1.The Personality has obvious influence to Organizational Commitment. 2.Organizational Commitment has obvious influence to Organizational Citizenship Behaviors. 3.The Personality has obvious influence to Organizational Citizenship Behaviors. According to the result of studies, giving the suggestions to the enterprise field and the academic circles manage an actual situation and put forward studies in the future.

Keywords : personality ; organizational commitment ; organizational citizenship behaviors

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