E-mail: 9608063@ mail.dyu.edu.tw

757

：　　　；　　　；　　　　；　　　　；　　　；　　　；

iii

iv　　　　　　　　　　　　　vi

　vii　　　　　　　　　　　　iv

　　x　　　　　　　　　　　　1

　　　1　　　　　　　　　　　4

　　　　6　　　　　　　　　　6

　　　　　7　　　　　　　　　8

　　　　　　11　　　　　　　　14

　　　　　　　20　　　　　　　20

　　　　　　　　20　　　　　　21

　　　　　　　　25　　　　　　26

　　　　　　　26　　　　　　　27

　　　　　　　　31　　　　　　31

　　　　　　　　32　　　　　　34

　　　　　　　35　　　　　　　52

Ajzen, I. (1991). The theory of planned behavior. Organizational Be-havior and Human Decision Processes, 50, 179-211. Alder, G. S., & Tompkins, P. K. (1997). Electronic performance monitoring: An organizational justice and concertive control perspective. Management Communication Quarterly, 10(3), 259-288. Andersen, O. (1993). On the internationalization process of firms: A critical analysis. Journal of International Business Studies, 24(2), 209-231. Ashford, S. J., Lee, C., & Bobko, P. (1989). Content, causes, and con-sequences of job insecurity: A theory-based measure and sub-stantive test. Academy of Management Journal, 32(4), 803-829. Baron, R. M., & Kenny, D. A. (1986). The moderator-nediator vari-able distinction in social psychological research: Conceptual, strategic, and statistical considerations. Journal of Personality and Social Psychology, 51(6), 1173-1182. Barsky, A., Thoresen, C. J., Warren, C. R., & Kaplan, S. A. (2004). Modeling negative affectivity and job stress: A contin-gency-based approach. Journal of Organizational Behavior, 25(8), 915-936. Bartlett, C. A., & Ghoshal, S. (1989). Managing across borders. Bos-ton: Harvard Business School Press. Bartlett, K. R. (2001). The relationship between training and organiza-tional commitment: A study in the health care field. Human Re-source Development Quarterly, 12(4), 335-352. Beal, B. (2003). Teamwork-the key to staff development. Career De-velopment International, 8(5), 235-240. Bechtel, R. L., & Squires, J. K. (2001). Tools and techniques to facili-tate change. Industrial and Commercial Training, 33(7), 249-254. Beehr, T. A., & Newman, J. E. (1978). Job stress, employee health, and organizational effectiveness: A facet analysis, model, and literature review. Personnel Psychology, 31, 665-699. Buschor, C. B., Forrer, E., & Merki, K. M. (2002). The willingness of young Swiss to participate in continuing education and training: Initial findings from a survey of young adults. Education Train-ing, 44(4/5), 224-232. Campbell, D. J. (1978). The effects of psychological closeness and type of exchange situation on perceived inequity. Academy of

Management Journal, 21(2), 307-312. Carlson, D. S., Bozeman, D. P., Kacmar, K. M., Wright, P. M., & McMahan, G. C. (2000). Training motivation in organizations: An analysis of individual-level antecedents. Journal of Mana-gerial Issues, 12(3), 271-287. Carmeli, A., & Freund, A. (2004). Work commitment, job satisfaction, and job performance: An empirical investigation. International Journal of Organization Theory and Behavior, 7(3), 289-309. Carrell, M. R., & Dittrich, J. E. (1978). Equity theory: The recent lit-erature, methodological considerations, and new directions. Academy of Management, 3(2), 202-210. Chen, C. C., Choi, J., & Chi, S. C. (2002). Making justice sense of lo-cal-expatriate compensation disparity: Mitigation by local ref-erents, ideological explanations, and interpersonal sensitivity in china-foreign joint ventures. Academy of Management Journal, 45(4), 807-817. Cheng, E. W. L., & Ho, D. C. K. (2001). Research note a review of transfer of training studies in the past decade. Personnel Review, 30(1), 102-118. Clark, C. S., Dobbins, G. H., & Ladd, R. T. (1993). Exploratory field study of training motivation: influence of involvement, credibil-ity, and transfer climate. Group & Organization Management, 18(3), 292-307. Coff, R. W. (1999). How buyers cope with uncertainty when acquiring firms in knowledge-intensive industries: Caveat emptor. Or-ganization Science, 10(2), 144-213. Coombs, G. (1994). Organizational demography, job attitudes and perceptions: A field study of the effects of group-level demo-graphic composition. University of Colorado at Boulder. Covin, T. J., Sightler, K. W., Kolenko, T. A., & Tudor, R. K. (1996). An investigation of post-acquisition satisfaction with the merger. The Journal of Applied Behavioral Science, 32(2), 125-142. Cropanzano, R., Howes, J. C., Grandey, A. A., & Toth, P. (1997). The relationship of organizational politics and support to work be-haviors, attitudes, and stress. Journal of Organizational Behav-ior, 18(2), 159-180. Cropanzano, R., James, K., & Konovsky, M. A. (1993). Dispositional affectivity as a predictor of work attitudes and job performance. Journal of Organizational Behavior, 14(6), 595-606. Datta, D. K. (1991). Organizational fit and acquisition performance: Effects of post-acquisition integration. Strategic Management Journal, 12(4), 281-297. Davy, J. A., Kinicki, A., Kilroy, J., & Scheck, C. (1988). After the merger: Dealing with people's uncertainty. Training and Devel-opment Journal, 42(11), 57-61. Dawkins, C. E., & Frass, J. W. (2005). Decision of union workers to participate in employee involvement: An application of the the-ory of planned behavior. Employee Relations, 27(5), 511-531. Dehning, B., Dow, K. E., & Stratopoulos, T. (2003). The info-tech-productivity paradox-dissected and tested. Manage?ment Accounting Quarterly, 5 (1), 31-39. Eisenberger, R., Cummings, J., Armeli, S., & Lynch, P. (1997). Per?ceived organizational support, discretionary treatment, and job satis?faction. Journal of Applied Psychology, 82(5), 812-820. Ensher, E. A., Grant-Vallone, E. J., & Donaldson, S. I. (2001). Effects of perceived discrimination on job satisfaction, organizational com?mitment, organizational citizenship behavior, and griev?ances. Human Resource Development Quarterly, 12(1), 53-72. Fairbrother, K., & Warn, J. (2003). Workplace dimensions, stress and job satisfaction. Journal of Managerial Psychology, 18(2/1), 8-21. Fairfield-Sonn, J. W., Ogilvie. J. R., & DelVecchio, G. A. (2002). Merg?ers, acquisitions and long-term employee attitudes. The Jour?nal of Business and Economic Studies, 8(2), 1-16. Faulkner, D., Pitkethly, R., & Child. J. (2002). International mergers and acquisitions in the UK 1985-94: A comparison of national HRM practices. Human Resource Management, 13(1), 106-122. Feldman, D. C., & Tompson, H. B. (1993). Expatriation, repatriation, and domestic geographical relocation: An empirical investiga?tion of adjustment to new job assignments. Journal of Interna?tional Business Studies, 24(3), 507-529. Fink, C. A. (1988). The impact of mergers on employees. The Health Care Supervisor, 7(1), 59-67. Fossum, J. A. (1991). Issues in the design and delivery of corporate train?ing programs. Labor Law Journal, 42(8), 575-580. Fryxell, G. E., & Gordon, M. E. (1989). Workplace justice and job satis?faction as predictors of satisfaction with union and manage?ment. Academy of Management Journal, 32(4), 851-866. Gardner, D. G., Van Dyne, L., & Pierce, J. L. (2004). The effects of pay level on organization-based self-esteem and performance: A field study. Journal of Occupational and Organizational Psy-chol?ogy, 77, 307-322. Geiger, S. W., & Makri, M. (2006). Exploration and exploitation in-nova?tion processes. Journal of High Technology Management Re?search, 17(1), 97-108. Gerhart, B., & Milkovich, G. T. (1990). Organizational differences in managerial compensation and financial performance. Academy of Management Journal, 33(4), 663-691. Glisson, C., & Durick, M. (1988). Predictors of job satisfaction and or?ganizational commitment. Administrative Science Quarterly, 33(1), 61-81. Guerrero, S., & Sire, B. (2001). Motivation to train from the workers' perspective: Example of French companies. Human Resource Man?agement, 12(6), 988-1004. Harper, J., & Cormeraie, S. (1995). Mergers, marriages and after: How can training help?. Journal of European Industrial Train-ing, 19(1), 24-29. Henry, P. (2002). Learning enters the boardroom: Making the connec?tion between strategy and enterprise-wide learning. Industrial and Commercial Training, 34(2), 66-69. Hicks, W. D., & Klimoski, R. J. (1987). Entry into training programs and its effects on training outcomes: A field experiment. Acad?emy of Management Journal, 30(3), 542-552. Homburg, C., & Bucerius, M. (2005). A marketing perceptive on merg?ers and acquisitions: How marketing integration affects post?merger performance. Journal of Marketing, 69, 95-113. Hoyt, J., & Matuszek, T. (2001). Testing the contribution of multi-skilled employees to the financial performance of high-tech organizations. Journal of High Technology Manage?ment Research, 12, 167-181. Huseman, R. C., Hatfield, J. D., & Miles, E. W. (1987). A new per-spec?tive on equity theory: The equity sensitivity construct. Acad?emy of Management, 12(2), 222-234. Innis, K. (1997). We've been bought! Can I keep my job?. Engineer-ing Management Journal, 9(1), 3-6. Ivancevich, J. M., Schweiger, D. M., & Power, F. R. (1987). Strategies for managing human resources during mergers and acquisitions. Human Resource Planning, 10(1), 19-35. Jackson, S. E., Schuler, R. S., & Rivero, J. C. (1989). Organizational charac?teristics as predictors of personnel practices. Personnel Psychol?ogy, 42(2), 727-786. Jaklic, M. (1998). Internationalization strategies, networking and func?tional discretion. Competition & Change, 3(4), 359-386. Janssen, O. (2001). Fairness perceptions as a moderator in the curvi-lin?ear relationships between job demands, and job perform?ance and job satisfaction. Academy of Management Jour?nal, 44(5), 1039-1050. Janssen, O., & Van Yperen, N. W. (2004). Employees' goal orienta?tions, the quality of leader-member exchange, and the outcomes of job performance and job satisfaction. Academy of Manage?ment Journal, 47(3), 368-384. Jaramillo, F., Mulki, J. P., & Locander, W. B. (2006). The role of time wasted in sales force attitudes and intention to quit. The Interna?tional Journal of Bank Marketing, 24(1), 24-36. Jeris, L. S., Johnson, J.

R., & Anthony, C. C. (2002). HRD involve?ment in merger and acquisition decisions and strategy develop?ment: Four organizational portraits. International Journal of Train?ing and Development, 6(1), 1360-3736. Kahn, D. M., Wolfe, R., Quinn, P., & Snoek, J. D. (1964). Organiza?tional Stress: Studies in role conflict and ambiguity, 30. New York: John Wiley & Sons. Kalleberg, A. L., & Loscocco, K. A. (1983). Aging, values, and re?wards: Explaining age differences in job satisfaction. American So?ciological Review, 48(1), 78-90. Keith, R. D., & Pearce II J. A. (1992). Turnaround: Retrenchment and recovery. Strategic Management Journal, 13(4), 287-309. Kim, W., & Mauborgne, R. (1993). Procedural justice, attitudes, and sub?sidiary top management compliance with multinationals'	corpo?rate strategic decisions. Academy of Management Journal, 36(3), 502-526. King-Kauanui, S., Ngoc, S. D., & Ashley-Cotleur, C. (2006). Impact of human resource management: SME performance in Vietnam. Journal of Developmental Entrepreneurship, 11(1), 79-95. Klein, S. M. (1973). Pay factors as predictors to satisfaction: A com-pari?son of reinforcement, equity, and expectancy. Academy of Management Journal, 16, 598-610. Klonowski, D. (2005). Internationalization of polish firms: Develop-ing a typology of local exporters. East European Quarterly, 39(1), 83-101. Krug, J. A., & Nigh, D. (2001). Executive perceptions in foreign and do?mestic acquisitions: An analysis of foreign ownership and its ef?fect on executive fate. Journal of World Business, 36(1), 85-105. Kuo, Y. F., & Chen, L. S. (2004). Individual demographic differences and job satisfaction among information technology personnel: An empirical study in Taiwan. International Journal of Man-age?ment, 21(2), 221-231. Lawson, M. B. (2001). In praise of slack: Time is of the essence. Acad?emy of Management Executive, 15(3), 125-135. Lee, S. H., Phan, P. H., & Tan, G. Y. W. (2003). Impact of the Asian eco?nomic crisis on training intentions and outcomes. Human Re?source Management Review, 13, 467-486. Leong, C. S., Furnham, A., & Cooper, C. L. (1996). The moderating ef?fect of organizational commitment on the occupational stress out?come relationship. Human Relations, 49(10), 1345-1363. Locke, E. A. (1969). What is job satisfaction?. Organizational Behav?ior and Human Performance, 4, 309-336. Lynch, L. J., & Perry, S. E. (2002). An examination of pre-merger ex-ecu?tive compensation structure in merging firms. Journal of Managerial Issues, 14(3), 279-295. Majchrzak, A., & Cotton, J. (1988). A longitudinal study of adjustment to technological change: From mass to computer-automated batch production. Journal of Occupational Psychology, 61(1), 43-66. Mckinley, W., Mone, M. A., & Barker, V. L. (1998). Some ideological foundations of organizational downsizing. Journal of Manage?ment Inquiry, 7(3), 198-212. Meyer, C. B. (2001). Allocation processes in mergers and acquisitions: An organizational justice perspective. British Journal of Man-age?ment, 12, 47-66. Moses, O. D. (1992). Organizational slack and risk-taking behaviour: Tests of product pricing strategy. Journal of Organizational Change Management, 5(3), 38-54. Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measure?ment of organizational commitment. Journal of Vocational Be-hav?ior, 14, 224-247. Naumann, E. (1993a). Antecedents and consequences of satisfaction and commitment among expatriate managers. Group & Or-ganiza?tion Studies, 18(2), 153-187. Naumann, E. (1993b). Organizational predictors of expatriate job sat-isfac?tion. Journal of International Business Studies, 24(1), 61-80. Noe, R. A., & Schmitt, N. (1986). The influence of trainee attitudes on training effectiveness: Test of a model. Personnel Psychol?ogy, 39(3), 497-523. Nummela, N., Saarenketo, S., & Puumalainen, K. (2004). A global mind?set-a prerequisite for successful internationalization?. Ca-na?dian Journal of Administrative Sciences, 21(1), 51-64. Price, J. L., & Mueller, C. W. (1981). A causal model of turnover for nurses. Academy of Management Journal, 24(3), 543-565. Ramaswamy, K. P., & Waegelein, J. F. (2003). Firm financial perform?ance following mergers. Review of Quantitative Finance and Ac?counting, 20(2), 115-126. Rhodes, R. E., Blanchard, C. M., Matheson, D. H., & Coble, J. (2006). Disentangling motivation, intention, and planning in the physi?cal activity domain. Psychology of Sport and Exercise, 7, 15-27. Ricks, D., Toyne, B., & Martinez, Z. (1990). Recent developments in inter?national management research. Journal of Management, 16(2), 219-253. Roberts, P. W., & Amit, R. (2003). The dynamics of innovative activ?ity and competitive advantage: The case of Australian retail bank?ing, 1985 to 1995. Organization Science, 14(2), 107-122. Samad, S. (2006). Predicting turnover intentions: The case of Malay?sian government doctors. Journal of American Academy of Busi?ness, 8(2), 113-119. Sanders, W. M. G., & Carpenter, M. A. (1998). Internationalization and firm governance: The roles of CEO compensation, top team composition, and board structure. Academy of Management Jour?nal, 41(2), 158-178. Schmidt, D. R., & Fowler, K. L. (1990). Post-acquisition financial per?formance and executive compensation. Strategic Manage?ment Journal, 11(7), 559-569. Schuler, D., & Cording, M. (2006). A corporate social perform?ance-corporate financial performance behavioral model for consum?ers. Academy of Management Review, 31(3), 540-558. Schuler, R., & Jackson, S. (2001). HR issues and activities in mergers and acquisitions. European Management Journal, 19(3), 239-253. Schweiger, D. M., & Denisi, A. S. (1991). Communication with em-ploy?ees following a merger: A longitudinal field experiment. Academy of Management Journal, 34(1), 110-135. Seashore, S. E., & Taber, T. D. (1975). Job satisfaction and their cor-rela?tion. American Behavior & Scientists, 18(3), 333-368. Sharfman, M. P., Wolf, G., Chase, R. B., & Tansik, D. A. (1988). An-tece?dents of organizational slack. Academy of Management Re?view, 13(4), 601-615. Singh, D., Fujita, F., & Norton, S. D. (2004). Determinants of satisfac?tion with pay among nursing home administrators. Journal of American Academy of Business, 5(1/2), 230-236. Steers, R. M. (1977). Antecedents and outcomes of organizational com?mitment. Administrative Science Quarterly, 22, 46-56. Stewman, S. (1988). Organizational demography. Annual Review of Soci?ology, 14(1), 173-202. Sullivan, D. (1994). Measuring the degree of internationalization of a firm. Journal of International Business Studies, 25(2), 325-342. Tharenou, P. (2001). The relationship of training motivation to par-ticipa?tion in training and development. Journal of Occupa?tional and Organizational Psychology, 74, 599-621. Ting, Y. (1997). Determinants of job satisfaction of federal govern?ment employees. Public Personnel Management, 26(3), 313-334. Tracey, J. B., Hinkin, T. R., Tannenbaum, S., & Mathieu, J. E. (2001). Invited reaction: The influence of individual characteristics and the work environment on varying levels of training outcomes. Hu?man Resource Development Quarterly, 12(1), 5-23. Tsai, W. C., & Tai, W. T. (2003). Perceived importance as a mediator of the relationship between training assignment and training motiva?tion. Personnel Review, 32(2), 151-163. Van Hooft, E. A. J., Born, M., Taris, T. W., van der Flier, H., & Blonk, R. W. B. (2005).

Bridging the gap between intentions and be-havior: Implementation intentions, action control, and pro?crastination. Journal of Vocational Behavior, 66, 238-256. Waddock, S., & Graves, S. B. (2006). The impact of mergers and ac-quisi?tions on corporate stakeholder practices. The Journal of Cor?porate Citizenship, 22, 91-109. Waight, C. L. (2004). HRD involvement in the investigative phase of a merger & acquisition. International Journal of Training and Devel?opment, 8(2), 1360-3736. Weiss, D. J., Dawis, R. V., England, G. W., & Lofquist, L. H. (1967). Minnesota studies in vocational rehabilitation, No. 22: Manual for the Minnesota Satisfaction Questionnaire. Minneapolis: Univer?sity of Minnesota Industrial Relations Center. Wiesenfeld, B. M., Brockner, J., & Thibault, V. (2000). Procedural fair?ness, managers'   self-esteem, and managerial behaviors fol-low?ing a layoff. Organizational Behavior and Human Deci?sion Processes, 83(1), 1-32. Wischnevsky, J. D., & Damanpour, F. (2006). Organizational trans-forma?tion and performance: An examination of three perspec?tives. Journal of Managerial Issues, 18(1), 104-128. Wu, J., & Liu, D. (2007). The effects of trust and enjoyment on inten?tion to play online games. Journal of Electronic Commerce Re?search, 8(2), 128-140. Wu, M. L. (2006). Corporate social performance, corporate financial performance, and firm size: A meta-analysis. Journal of American Academy of Business, 8(1), 163-171. Yavas, U., & Bodur, M. (1999). Satisfaction among expatriate manag?ers: correlates and consequences. Career Development Interna?tional, 4(5), 261-269. Yoash, W. (1982). Commitment in organizations: A normative view. Academy of Management Review, 7(3), 418-428. Zhu, Y., May, S. K., & Rosenfeld, L. B. (2004). Information adequacy and job satisfaction during merger and acquisition. Management Communication Quarterly, 18(2), 241-270.