The Influence of Internationalization Difference and Compensation Disadvantage on Merged Employee Training Intention ..

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ABSTRACT

Regardless of industry, it appears that it has become all but impossible in our global environment for firms to compete with others without growing and expanding through deals that result in mergers or acquisitions, however, the result of mergers and acquisitions is not always successful, exceptional execution of strategy requires a change in behaviors and attitude. Successful mergers and acquisitions require adequate training to blending business cultures and operations, under the environment that is amalgamated, but the staff may not be certain to like to accept training, so it is neces-sary to probe into its reason further. The purpose of this paper is to examine whether job satisfaction and organizational commitment would intervene the relationship between compensation disadvantage, work stress, organization characteristic differences and the merged employee's training intention, the relationship of the equity concept and behav-ioral intention is also discussed. Data were collected from 7 merged banks. 757 ques-tionnaires were analyzed by hierarchical regression analysis. Six hypotheses were sup-ported. Results indicated that job satisfaction and organizational commitment mediated the relationships between compensation disadvantage, work stress, and internationaliza-tion difference and training intention. Implications of the current study and directions for future research are discussed.

Keywords : compensation disadvantage ; work stress ; financial performance difference ; internationalization difference ; job satisfaction ; organizational commitment ; training intention

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