

The Moderating Effects of Conscientiousness and Agreeableness on the Relationship between Organizational Commitment ...

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ABSTRACT

Stable requirement on the personal behaviors and characteristics is necessary for the special operations and missions under the MND (Ministry of National Defense) organization. Within this research, two factors, conscientiousness and agreeableness, are considered to develop the relationship between Organizational Commitment (OC) and Organizational Citizenship Behaviors (OCBs) to achieve the organizational goal. Questioner methodology was used and 459 effective samples were selected from the different organization random members under the MND system. The result shows that although the conscientiousness and agreeableness of a personal characteristic are none interfere of OC and OCB, but personality besides directly effects OC and OCBs, it also influences OCBs through Organizational Commitment. It is expecting that the result of this research reminds administrators pay much attention to the relationship among Personality, OC, and OCB in the NMD. In addition, this research also provides a profound and a significant logic for enterprises in the selection of personnel and a managerial way in the human resource management of NMD.

Keywords : organizational commitment ; organizational citizenship behavior ; conscientiousness ; agreeableness ableness Agreeableness agreeableness

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