

The Relationship between Manager's Personal Characteristic and Employee's Job Involvement of the International ...

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ABSTRACT

Five hundred questionnaires were distributed to the industry of banks, funds, insurance, and investment consulting and with 350 questionnaires collected (70%). The collected questionnaires were analyzed statistically including descriptive statistics, reliability test, independent sample t-test, and multivariate variable analysis. Conclusions reached in this study: The purpose is to study the relation between personal characteristics and job involvement of international banking directors. The industries of banks, funds, insurance, and investment consulting are the subjects of this study. Relevant literature and theory study in personal characteristics and job involvement were collected and a conclusion was reached from literature analysis and comparison. A research structure is to be established and developed through literature study. Then, research design developed by literature collection and statistical analysis conducted with the questionnaires on design, amendment, and investigation. Finally, propose a research result with discussion and recommendation made. Research assumption of the study is validated and with crucial conclusions reached from the research result in Chapter 4. Recommendations are made for the reference of future studies and business management.

Keywords : Personal Characteristic ; Organizational Commitment ; Job Involvement ; Job Satisfaction

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