

Enterprises Merge the Human Resources Change to Staff 's Satisfaction and Influence Which the Organization Commitment ..

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ABSTRACT

As globalization will come, enterprises, in order to obtain more interests, will utilize the tactics of merging, in order to obtain more technology, knowledge or market customer, to improve enterprise's competitiveness. And it is one of the tactics means to pursue their growth for enterprises to merge. Enterprise carry on many angle is it manage in order to strengthen undertaking their to take by mutual merger, or make use of this to combine and reduce its production cost vertically, strengthen competition advantage and position on the market. And to the change of the human resources after merging in enterprises, and to the influence which the organization commitment for the consciousness differences of staff's satisfaction caused, have all kinds of situations produce, and this part influences the performance that might lead to the fact enterprises to merge in one's power to be unable to give play to and add the result of riding as expected. So after this research purpose hopes to probe into out enterprises and is merged, the change activity of the human resources is satisfied with the sense to the staff's work and influence the range to the commitment of organizing. There are the following goals in this research: 1. Probe into it the change activity of combining the enterprise human resources. 2. Impressions to satisfaction of enterprise staff after probing into and is combined. 3. Probe into the influence that the human resources improve the activity and commitment to the organization. 4. The ones that probe into staff's satisfaction and organization and commitment are closed and connecting with. Hope with above-mentioned discussion, it is learnt that the staff are to organizing the transition that is commitment, in order to offer to relevant enterprises in the reference on of merging after merging. This research regards taiwan top optical company as the target , its the following of conclusion : 1. When the human resources are improved, influence staff's satisfaction and group to know the fair and wages welfare policy that the main factor commitment arrange for working content. 2. Influence group main factor commitment to know, work itself give play to sure and salary system. 3. Regard staff's satisfaction as intermediary's parameter, improve and organize and commitment one to the human resources, although there is regulating action, the result is not big. Whether so research this to business circles in is it have following some suggestion to go on in future. 1. The merger course after merging should begin to go on gradually after amalgamating formally, can reduce the staff to the resistance psychology of improving so, the whole and fashionable one is resisted and minimised. 2. The person after merging money is improved and should be examined and appointed the system to improve by the performance first, it is unlikely to influence the staff's satisfaction and organization to commitment. 3. Working content and wages welfare policy of adjusting the staff that should be scrupulous after merging, should also add and declare leading and communicate.

Keywords : The human resources are improved ; staff's satisfaction ; organization commitment

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