

# The Relationships of Vertical Dyadic Linkage, Organizational Culture, Incentive System and Job Burnout

李進泰、蔡敦崇

E-mail: 9700687@mail.dyu.edu.tw

## ABSTRACT

A considerable literature showed that job-burnout is one important factor influencing manpower operations of the organization. The confident relationships between managers and subordinates might cause subordinates' job-burnout always. Whereas, the negative function of the organization culture make employees' job-burnout also. The organization offers rewards to their member that who works excellent in job. The organization creates some incentive system which under certain conditions. If the condition is not satisfaction, employees might experience negative manner and conduct reacting their emotion and behavior in which employees' job-burnout occurred. The present research is to investigate the confident relationship between manager and subordinate and organization culture how to affect employees' job-burnout, furthermore, to probe the confident relationship and organization culture how to influence job-burnout under different incentive systems. That is, the present research makes the confident relationship and organization culture as the independent variables, the job-burnout as the dependent variable and the incentive systems as the moderating variable to investigate the relations among these variables. The results showed that the more, perceived by respondents, of confident relationships of managers and subordinates in degree the more job-burnout occurred, the lower, perceived by respondents, of the organization culture in degree, the high in degree job-burnout occurred. Moreover, incentive systems have a moderating effect in the confident relationship and organization culture on influencing to job-burnout. The findings and suggestion of the present research been discussed in the article also.

Keywords : Vertical Dyad Link (VDL), confident relationship, organizational culture, incentive system, job burnout.

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