

The Relationship among Paternalistic Leadership, Leader-Member Exchange, Organizational Commitment and ...

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ABSTRACT

In recent year, in order to face the changes of entirety political and economical situation, the military energetic to match up the transformation of national defense organization, strategic modulating and weapon renewing. Make a self-criticism and simplify available manpower appropriately. Improve personnel 's quality, in order to set up a modernized army that is " little quantity ", " precise quality " and " strong fighting capacity ", the completion that is exactly built with the troops of new generation, the high-quality talent with leading ability is needed by country 's army. This research issue subordinate to a ministry to is it concern quality, organization promise and organize citizen not difficult relation and influence discussion to exchange from parents type, it can offer a theory structure with consulting nature of the military for the fact that army type 's controls the practice of managing to the body, offer reference that military makes policy to the country, maintain the fighting capacity of the national defense effectively. This research verifies the result, find adopt parents leader, subordinate to a ministry to is it organize citizen to behavior high to represent. Second, exchange relation quality as intermediary 's parameter with the leader subordinate to a ministry, lead and organize the dependence of citizen 's behavior to have complete intermediary 's effects to parent 's type, in addition, regard promising in the organization as the parameter of interfering and lead and organize the dependence of citizen 's behavior not to have effect of interfering to the parents type.

Keywords : paternalistic leadership ; leader-member exchange ; organizational commitment ; organizational citizenship behavior

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