

The Relationship among Transformational Leadership, Leader-Member Exchange, Job Satisfaction and Organizational ...

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ABSTRACT

This study intends to discuss the relationships between transformational leadership, organizational citizenship behavior, leader-member exchange, and job satisfaction based on the subordinate units of Combined Logistics Command. In this study leader-member exchange is a mediator. Besides, we define job satisfaction as a moderator between transformational leadership and organizational citizenship behavior. In order to reach the above objective, this study uses questionnaires. SPSS for windows 10.0 are adopted as the approach to do T-test analysis, one-way-ANOVA, Pearson correlation analysis, and regression analysis. The evidence found in the study indicates that: 1. The transformational leadership correlates positively with all the dimensions of organizational citizenship behavior. 2. All the dimensions of leader-member exchange don't have mediator effect in the relationship between transformational leadership and organizational citizenship behavior. 3. The job satisfaction has partial moderation effect in the relationship between transformational leadership and organizational citizenship behavior. Egocentric satisfaction has moderation effect in the relationship between transformational leadership and organizational citizenship behavior. Social satisfaction and instrumental satisfaction don't have moderation effect in the relationship between transformational leadership and organizational citizenship behavior.

Keywords : transformational leadership ; leader-member exchange ; job satisfaction ; organizational citizenship behavior

Table of Contents

內容目錄 中文摘要	iii	英文摘要	iii
iv 誌謝辭		vi 內容目錄	
vii 表目錄		ix 圖目錄	
xi 第一章 緒論	1	第一節 研究背景與動機	1
1 第二節 研究目的與範圍	3	第二章 文獻探討	3
4 第一節 轉型式領導理論	4	第二節 組織公民行為理論	11
11 第三節 領導者部屬交換關係品質理論	16	第四節 工作滿足理論	23
23 第五節 各構面間互動關係之探討	30	第三章 研究方法	34
34 第一節 研究架構	34	第一節 研究架構	34
35 第二節 研究變項的操作定義與衡量工具	37	第二節 研究假設	35
37 第三節 抽樣對象及抽樣方法	36	第三節 研究變項的操作定義與衡量工具	37
47 第四節 資料分析	47	第四節 資料分析	47
47 第一節 描述性統計	47	第一節 描述性統計	47
53 第二節 信度分析	53	第二節 信度分析	53
53 第三節 差異分析	54	第三節 差異分析	54
63 第四節 各研究變項相關分析	63	第四節 各研究變項相關分析	63
63 第五節 ? 遺k分析		第五節 ? 遺k分析	
74 第五章 結論與建議	74	第一節 研究結論	74
74 第二節 理論與管理之涵意	77	第二節 理論與管理之涵意	77
80 第三節 研究限制與建議		第三節 研究限制與建議	
80 參考文獻	82	附錄 研究問卷	
97			

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