

The Study of the Relationship between Supervisor Support and Workplace Friendship

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ABSTRACT

Both supervisor support and workplace friendship are important factors of an organization. The purpose of this study was to verify the relationship between supervisor support and workplace friendship. The research problem of this study was derived from existing literature and logically. Therefore, we have hypothesis: H1-1 Gender has significantly effects on supervisor support. H1-2 Marital status has significantly effects on supervisor support. H1-3 Age has significantly effects on supervisor support. H1-4 Years of work experience has significantly effects on supervisor support. H1-5 Educational background has significantly effects on supervisor support. H2-1 Gender has significantly effects on workplace friendship. H2-2 Marital status has significantly effects on workplace friendship. H2-3 Age has significantly effects on workplace friendship. H2-4 Years of work experience has significantly effects on workplace friendship. H2-5 Educational background has significantly effects on workplace friendship. H3 Supervisor support has significantly positive effects on workplace friendship. The third hypothesis was the main one in our research hypothesis, that supervisor support influenced workplace friendship significantly. In other words, supervisor support could increase workplace friendship. However, some scholars found that the relationship between supervisor support and workplace friendship was insignificant. That is, the relationship between supervisor support and workplace friendship was still unclear. The purpose of this paper was to explore their relationship. The data were composed of fulltime employees and collected by 1000 questionnaires. The employees were asked about their levels of supervisor support, workplace friendship, job characteristic, job satisfaction, and demographic variables. In total, 334 completed questionnaires were returned, yielding a response rate of 33.4%. The results of this study showed that supervisor support was insignificant prediction of workplace friendship, and a positive relationship was established between these two variables. This study also found another results: (1) Supervisor support was influenced by age and years of work experience. (2) Gender, marital status, educational background, job characteristic, and job satisfaction were significant prediction of workplace friendship.

Keywords : supervisor support ; workplace friendship ; job characteristic ; job satisfaction

Table of Contents

中文摘要	iii	英文摘要	iii
iv 誌謝辭		v 內容目錄	v
vi 表目錄		vii 圖目錄	vii
viii 第一章 緒論	1	第一節 研究背景	1
1 第二節 研究問題與目的	4	第三節 研究的重要性	4
5 第二章 文獻回顧	7	第一節 主管支持	7
7 第二節 職場友誼	16	第三節 主管支持與職場友誼之關係	16
24 第三章 研究方法	27	第一節 研究架構	27
27 第二節 研究假設	28	第三節 操作型定義與衡量	28
30 第四節 樣本及資料收集	34	第五節 資料分析方法	34
35 第六節 問卷之預試	37	第四章 資料分析	37
42 第一節 樣本基本資料分析	42	第一節 變數間的相關分析	42
45 第二節 職場友誼分析	20	第二節 變數間的相關分析	45
54 第三節 資料分析結果總結	54	第三節 變數間的相關分析	45
56 第一節 研究結論	56	第四節 變數間的相關分析	45
59 第二節 研究建議	56	第五節 變數間的相關分析	45
64 第三節 研究貢獻	64	第六節 變數間的相關分析	45
65 第四節 研究限制	64	第五章 結論與建議	56
67 第五節 參考文獻	67	第一節 結論與建議	56
67 第六節 附錄A 研究問卷	67	第二節 結論與建議	56
81		第三節 結論與建議	56

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