

師徒性別一致與個人-組織契合度之研究

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摘要

本研究目的在探討性別一致與個人-組織契合度之關係，研究對象為進入組織一年以內之新進員工，樣本來自全省醫療業、會計業和保險業。研究發現，第一、性別一致與個人-組織契合度有關，且性別一致高於不一致，因為性別一致之諮商功能，在組織社會化過程中，是員工值得信任之問題解決手段，因此提升個人-組織契合度。第二、性別一致之女-女、個人-組織契合度不會高於男-男。第三、師徒關係類型干擾性別一致和個人-組織契合度，師徒正式關係時，性別一致顯著影響個人-組織契合度。本研究之貢獻，在學術上，延伸出性別一致與個人-組織契合度之新知識。在管理實務上，性別一致可為師徒制之新組件，提升新進員工個人-組織契合度。

關鍵詞：性別一致；個人-組織契合度；師徒關係

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