

The Relationship among Leader Ability and Employee Effectiveness and Psychological Contract

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ABSTRACT

The success of a leader or an organization depend on whether their followers can perform their intelligent and wisdom. Some related researches of domestic and international about excellent leaders and excellent subordinates mainly focus on the point of view of a leader. The whole organization's effectiveness is judged by the effectiveness of its employees. Actually, it neglects the viewpoint of employees and over emphasize the employees' effectiveness.

The research try to examine the relationship between the leadership ability and the employee's effectiveness and to investigate the mediate effect of the psychological contract to distinguish in lie result.

The research select the full-time employees of Taiwanese enterprise as a main re-search object, adopting the questionnaire by the electronics network sampling in one month, received 600 questionnaires totally, the valid questionnaire is 513. The data analysis employed in this research include the single factor variant analysis (One-Way ANOVA), Confirmatory factor analysis, Pearson correlated analysis, Structural Equation Modeling and so on.

The findings indicates four important results. First, leadership ability and employee's effectiveness present negative relationship. Secondly, the leadership ability and psychological contract of employee was positive. Third, psychological contract and employee's effectiveness then present the negative relationship. And the fourth, the psychological contract has the mediate affect between the leadership ability and employee's effectiveness.

Keywords : leader ability、employee effectiveness、psychological contract

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