

The Relationship between Job Value and Deviance Behaviors for Expatriates.

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ABSTRACT

This study empirically examines the relationship between job value and deviance behavior. The research problem of this paper is found in the existing literature. Furthermore this study contained the organizational fairness as a control variable and organization culture as a moderate variable to examine the effects on influences of job value. This research issues a questionnaire and mainly looks for through the families looking for the person who is the expatriate of the subsidiary company in China, the questionnaire send to E-mail, in order to fill to answer. Altogether issue 150, recover 65, effectively the recovery rate is 43%. Finally, the results indicate that job value is negative related to deviance behavior. The hypotheses of organization culture effect were portion supported. Implications of these finding and suggestions for future research were discussed.

Keywords : Job Value ; Deviance Behavior ; Organizational Culture

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