The Effects of Job Characteristics, Job Satisfaction and Organizational Climate on Organizational Commitment   A ...

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E-mail: 9708062@ mail.dyu.edu.tw

ABSTRACT

The purpose of this research is to discuss the correlation of employees' work feature, and work satisfaction on organization commitment. Through literature reviews, the research is developed into three research hypotheses: H1: discuss the difference between in personal attributes in terms of work feature, work satisfaction, and organization commitment; H2: discuss the correlation of work feature, work satisfaction, and organization climate on organization commitment variables; and H3: discuss the predictive power of work feature, work satisfaction, and organization climate on organization commitment. Company A in the surveillance monitor industry is adopted as the study subject. Questionnaire survey method is used in empirical analysis of the overall framework. The result analysis findings show that: (1) the study subject shows significant difference in terms of the sub-dimensions of the four variables: work feature, work satisfaction, organization climate, and organization commitment; (2) work feature, work satisfaction, organization climate, and organization commitment are positively correlated; (3) work feature, work satisfaction, organization climate sub-dimensions show significant predictive power toward organization commitment and its sub-dimensions. In conclusion, based on the analytic results in this research, recommendations are proposed to enhance employees' teamwork and belongingness to the company and promote their willingness to stay on their job posts. The recommendations are as follows: (1) implement comprehensive incentive systems to enhance employees' satisfaction level; and (2) promote the organization planning and improve the organization climate.

Keywords : Job Characteristics, Job Satisfaction and Organizational Climate, Organization to pledge, The Camera Industry.

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