

The Moderating Effects of Organizational Identification and Perceived Organizational support on the Relationship between

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ABSTRACT

This study focuses on the relationship of goal orientation and training motivation. Organizational identification and perceived organizational support are included as moderators, and test the moderator effort of goal orientation and training motivation. The researcher has adopted the method of Convenience Sampling, including training programs and seminars which are held by Plastics Industry Development Center. 381 effective samplings have been collected for analysis. The results are found. Learning goal orientation and performance goal orientation have positive effect on training motivation. Organizational identification individually has two moderator effects with learning goal orientation and performance goal orientation on training motivation. Perceived organizational support individually has two moderator effects with learning goal orientation and performance goal orientation on training motivation. Finally, based on summary of this research, advanced discussion and suggestion are brought up for reference of related authorities and following research.

Keywords : 0

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