

The Relationship between Perceived Organizational Support and Work Effort : The Moderating Effects of Organizational Cha

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ABSTRACT

Staffs would generate the best productivity to the organization to strengthen the enterprise competitiveness.

Researches revealed that the behavior of staffs could be influenced by the organizational characteristics. But the interfering effect and influencing extent between Perceived Organizational Support and work effort in different organizational characteristics is still tentative. Therefore, the research of this paper aims to approach the influence of Perceived Organizational Support to work effort; and how the interfering effect of organizational characteristics would do between Perceived Organizational Support and work effort. Objects of this research paper including large, small & medium enterprises; service and manufacturing industries; public and private companies; aged from 20 to 50 in both genders. Sampling investigation was applied and 301 shares valid questionnaires were recovered.

The research of this paper has concluded a positive relationship between Perceived Organizational Support and work effort. Diverse interfering effects have been observed in different industries between Perceived Organizational Support and work effort. More interfering effect exists in the manufacturing industries than the service industries. And the size of enterprises will do with this issue too. More interfering effect was found in large enterprises than that in the small & medium enterprises; so does in private companies than that in the public companies. Base on the research, this paper go some concludes that the organizational characteristics would have interfering effect between Perceived Organizational Support and work effort.

Keywords : perceived organizational support、work effort、organizational characteristics

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