

The Relationship among Perceived Organizational Support, Job Security and Job Involvement

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ABSTRACT

The global recession has prompted unemployed population to a new peak. Employees are sensing more importance to safeguard their current jobs. The study of how to increase the employee's work involvement under the situation of reduction in force is becoming a more important lesson for various trades and professions. Previous research has demonstrated that there are still some contradictions between Perceived Organizational Support, job security and job involvement. This research of paper is focus on the connections amount the above three factors.

Based on the Organizational Support integrating with the job security and the job involvement, the purpose of this research is to propose a structure to explore how to utilize the employee's Perceived Organizational Support by their job security to improve the degree of job involvement.

Employing sampling investigation, this paper selected employees with one year or more seniority. A total of 410 questionnaires were issued, recovering valid questionnaires 350 shares and the rate of return was 85%; Statistic analysis such as T test, ANOVA analysis, Pearson correlation analysis and hierarchical regression analysis is performed on the information investigated.

Based on the research, this paper got some conclusions supporting the hypothesis as follows:

- 1) Perceived Organizational Support positively influence the job involvement.
- 2) Perceived Organizational Support positively influence the job security.
- 3) The job security positively influence the job involvement.
- 4) The job security features the intermediary effect between Perceived Organizational Support and the job involvement.

Keywords : perceived organizational support、 job security、 job involvement

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