

The Effects of Achievement Motivation, Job Characteristics and Organizational Climate on Organizational Commitment – A C

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ABSTRACT

There are many antecedent variables that impact organizational commitment. Past research shows that achievement motivation, work characteristics, and organizational climate are important antecedent variables that affect organizational commitment. The increase of employee achievement motivation, as well as moderate adjustments of work characteristics and organizational climate can increase the organizational commitment of employees, affect the support and recognition toward the organization, and increase the willingness to work hard to achieve organizational goals.

The subjects of this research are mainly the employees of SMT Company, they were given research questionnaires and SPSS software was used for statistical analysis. The empirical conclusions of this research: (1) Among the current employee organizational commitment of SMT Company employees, working hard to commit is the highest, showing that most administrative employees are willing to put effort into their work. (2) There are significant differences in the partial dimension and four research variables, achievement motivation, work characteristics, organizational climate, and organizational climate, for SMT Company employees with different backgrounds. (3) There is a positive correlation between achievement motivation, work characteristics, organizational climate, and organizational commitment of SMT Company employees; among them, achievement motivation and organizational commitment as well as organizational climate and organizational commitment having the highest correlation. (4) Work characteristics and organizational climate have significant predictability for the organizational commitment of SMT Company employees.

Keywords : achievement motivation、 work characteristics、 organizational climate、 organizational commitment

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