

A Study of the Relationships among Psychological Ownership, Job Satisfaction and Organizational Commitment-A Case of Glas

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ABSTRACT

The purpose of this study was to explore into the influence on job satisfaction of psychological ownership. In the parameter one in 'the organization promises', divide into three structure, for the emotion commitment, the constant commitment, the regulatory commitment respectively, probe into this three structure to the influence of a 'psychological ownership' of the independent variable, and whether the intermediary parameter 'job satisfaction' has intermediary's result function.

The purposive sampling method was used to conduct surveys with structured questionnaires in the Greater China region (Taiwan, and Vietnamese). A total of 380 participants returned valid responses for further analysis. The result of study shows, the work is satisfied to psychological ownership, the tissue promises 'the emotion commitment' in the face of three literary compositions, 'the constant commitment', 'the regulatory commitment' will produce intermediary's result.

Keywords : psychological ownership、 job satisfaction、 organizational commitment

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