

# 心理契約違反、組織公平知覺與組織承諾關係之研究

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## 摘要

在全球化的趨勢下，市場的競爭日趨激烈，企業不但面對本土企業的競爭，也同時面臨跨國企業的挑戰。企業為求生存，進行了企業變革，變革包括國際化、購併及企業快速調整人事成本。這些變革不只影響企業，同時影響員工，員工警覺到企業無法再提供穩定的工作環境，因此，員工主動調整與組織的關係。即環境改變，在員工心理契約違反知覺下可能會影響組織公平知覺與對組織承諾。因此，這些變數間之關係必須探討與釐清，以提升員工之忠誠度。本研究以心理契約違反為自變數，員工組織承諾為依變數，並以組織公平知覺作為中介變數，進行實證研究探討，研究結果發現：

- 一、心理契約違反對組織承諾有顯著負向影響。
- 二、心理契約的違反對組織公平有顯著負向影響。
- 三、組織公平對組織承諾有正向顯著影響。
- 四、組織公平在心理契約對組織承諾影響關係中確具中介效果。

研究發現的意義、理論與實務的涵意、研究限制與未來研究之建議等，本研究併在文中予以討論。

關鍵詞：心理契約違反、組織公平知覺、組織承諾

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