

The Research of Work-Base Support, Job Involvement and Job Satisfaction on Officials - A Study of Nantou County Government

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ABSTRACT

With ever more increasing deepening of democratization, the quality of work efficiency of government authorities has already become the focus of attention for the people and media. Especially the team led by elected leadership, the quality of every political achievement can be severely scrutinized by elector directly. As indicated from previous literatures, the enhancement of job involvement and job satisfaction for service civil servant can be helpful to the enhancement of government authorities. Due to the fact that government authorities cannot work in commensuration as private sector with regard to bonus, salary increment, and promotion to enhance job involvement and job satisfaction as of legal constraints and practices, this study has thus been carried out for separate objectives: 1. investigate the status quo of work-based social support, job involvement, and job satisfaction for civil servants of Nantou County; 2. attempt to cut in the from the perspective of work-based social support to investigate the relationship between job involvement and job satisfaction among civil servant, hoping to enhance every item of competitiveness and performance of government authorities. As indicated from the statistic results, the average value with regard to the current status of work-based social support, job involvement, and job satisfaction of civil servants of Nantou County Government lies mostly between "fair" and "satisfactory," reckoned to be above medium level. Besides, two further research results are reached with hierarchical regression analysis: 1. there is prominent positive correlation between work-based social support and job involvement, which is if work-based social support is higher job involvement will be higher; 2. there is prominent positive correlation between work-based social support and job satisfaction, which is if work-based social support is higher job satisfaction can be higher. This study has 7 items of suggestions on management practice.

Keywords : work-based support ; job involvement ; job satisfaction ; civil servant

Table of Contents

內容目錄 中文摘要.....	iii	英文摘要.....	iv	誌謝.....	
辭.....	vi	內容目錄.....	vii	表目錄.....	ix
圖目錄.....	x	第一章 緒論.....	1	第一節 研究背景與動機.....	1
第二節 研究問題與目的.....	3	第三節 研究重要性.....	5	第四節 研究流程.....	7
第二章 文獻探討.....	9	第一節 社會支持與職場社會支持.....	9	第二節 工作投入.....	15
第三節 工作滿足.....	23	第四節 職場社會支持、工作投入與工作滿足之關係.....	30	第三章 研究方法.....	33
第一節 研究架構.....	33	第二節 研究假設.....	34	第三節 研究樣本與資料蒐集.....	36
第三節 研究樣本與資料蒐集.....	36	第四節 變數之操作性定義與衡量.....	37	第五節 資料分析方法.....	43
第六節 信度與效度分析.....	44	第四章 實證分析.....	53	第一節 樣本資料分析.....	53
第二節 職場社會支持、工作投入及工作滿足之現況分析.....	59	第三節 相關分析.....	63	第四節 層級迴歸分析.....	64
第五章 結論與建議.....	68	第一節 結論.....	71	第二節 建議.....	70
第三節 研究限制及未來研究建議.....	73	參考文獻.....	75	附錄 問卷.....	93

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