

轉型領導與組織公民行為之多層次分析：組織承諾、組織公平、工作滿意的中介效果

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摘要

本研究探討組織層次轉型領導透過個人層次組織承諾、組織公平、工作滿意影響個人層次組織公民行為。研究樣本取自彰化縣50所國民小學，總計發放50份校長問卷，100份主任問卷以及100份教師問卷，回收且有效問卷共計48份群組數。結果發現如下：(1)組織層次轉型領導分別對個人層次組織承諾、組織公平、工作滿意與組織公民行為皆無顯著正向影響；(2)個人層次組織承諾、組織公平與工作滿意分別對個人層次組織公民行為皆有顯著正向影響；(3)組織層次轉型領導分別透過個人層次組織承諾、組織公平、工作滿意皆對個人層次組織公民行為皆無顯著正向影響。

關鍵詞：轉型領導、組織承諾、組織公平、工作滿意、組織公民行為

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