

國民小學領導者部屬交換、組織公平與組織公民行為關係之研究

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摘要

本研究目的在探討國民小學領導者部屬交換、組織公平與組織公民行為間的關係，並以組織公平為中介變項，進一步檢測其對領導者部屬交換與組織公民行為的中介效果。本研究以問卷調查方式，抽取350位彰化縣國民小學教師為研究對象，實際有效樣本為312位教師，回收問卷有效率為89.1%，且利用SPSS12進行資料分析，結果發現：1.領導者部屬交換對組織公民行為有顯著正向影響。2.領導者部屬交換對組織公平有顯著正向影響。3.組織公平對組織公民行為有顯著正向影響。4.組織公平對領導者部屬交換與組織公民行為具有中介效果。5.不同背景變項的教師在領導者部屬交換、組織公平與組織公民行為間有所差異。針對此研究結果，提出相關建議供教育界及後續研究者參考。

關鍵詞：領導者部屬交換；組織公平；組織公民行為

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