

跨國企業員工組織政治知覺、知覺組織支持與組織認同關係之研究

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摘要

研究顯示，知覺組織支持對組織政治知覺與組織認同成之關係具有干擾效果，學者根據研究結果提供給想到大陸投資者當參考。本研究以組織政治知覺為自變項，探討員工組織政治知覺對組織認同之影響，並透過知覺組織支持為干擾變項，以進一步釐清兩變項的關係。本研究樣本以台商在大陸所設之餐飲業之員工為對象，共發放預測問卷50份及正式問卷500份共收回預測問卷50份及正式問卷396份。研究結果顯示，員工組織政治知覺對組織認同產生顯著負向影響，此外，知覺組織支持對於員工組織政治知覺與組織認同間具干擾效果。

關鍵詞：組織政治知覺；知覺組織支持；組織認同

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