

# A Study on Employees Perceived Support, Job Satisfaction, and Organizational Citizenship Behaviors

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## ABSTRACT

This study is to explore the influence of elementary school perceived employees' organizational support, perceived supervisors' support, and perceived coworkers' support, on the job satisfaction and organizational citizenship behaviors. Scales were revised and translated from overseas scholars' reorganization scales. And the young elementary school teachers were taken as the population. A survey by questionnaires was conducted with convenience sampling. A total of 500 questionnaires were issued and 411 valid questionnaires were returned. Data collected was analyzed using the SPSS 12.0 for descriptive statistics, Letter analysis, Pearson product-moment correlation, and simple regression analysis; whereby the following results were obtained: 1. Among all the influences employees perceived support consciousness has on the job satisfactory- Employees perceived organizational support, perceived supervisors support have positively effect on the multifaceted job satisfaction, but not perceived supervisors support. 2. The job satisfaction has positive effect on the multifaceted organization citizenship behavior-organization, organization citizenship behavior-supervisor, and organization citizenship behavior-coworker. 3. Employees perceived support, job satisfaction, and organizational citizenship behaviors would reinforce each other mightily. Furthermore, job satisfaction has partial intermediary effect on the organizational citizenship behaviors. According to above results and analyses, conclusions and suggestions were provided as reference for educators and further studies.

Keywords : perceived supervisors support ; job Satisfaction ; organizational citizenship behavior

## 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	1 第一節 研究動機	
1 第二節 研究目的	4	2 第二章 文獻探討	
5 第一節 員工知覺支持	5	5 第二節 工作滿意	
17 第三節 組織公民行為	17	28 第三章 研究方法	
42 第一節 研究架構	42	42 第二節 研究推	
論與假設	43	3 第三節 研究樣本	46
研究變數的操作定義及衡量	46	4 第五節 統計方法	50
資料分析與結果	53	5 第一節 樣本資料基本分析	53
2 第二節 信度分析	54	3 第三節 各變數之相關分析	55
4 第四節 迴歸分析	58	5 第五章 結論與建議	67
1 第一節 結論	67	2 第二節 研究限制及建議	
71 參考文獻	74	附錄A 正式問卷	
94			

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