

論文名稱：工作特性、工作設計與研發人員
組織承諾關係之研究—以電子產
業為例。

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論文提要內容：

台灣電子產業的蓬勃發展，優秀的科技人才是重要的關鍵；未來台灣電子產業能否繼續具有競爭優勢，端視整個產業是否有能力吸引及留住好的科技人才。從人力資源的角度來看，企業可從工作設計與員工管理來提昇員工對工作與組織的向心力，並願意為組織付出更多的心力。因此本研究希望知道在各項不同的工作特性中，如何與工作設計達成適配，提高員工的組織承諾以預防員工離職及曠工等對組織的負面影響。

本研究採用便利抽樣的方法進行問卷調查，並且藉由相關學理與統計進行資料分析。研究結果發現，工作特性對組織承諾中的情感承諾與道德承諾有顯著的影響，而對持續承諾無顯著的相關。在工作特性、工作設計與組織承諾三者之間的結果顯示工作特性中的完整性與組織承諾中的情感承諾和道德承諾與以工作團隊為主的工作設計有顯著的影響，而其它則無影響，根據研究的結果，在第五章提出相關建議。

關鍵字：工作特性(job characteristic)，工作設計(job design)
組織承諾(organizational commitment)，工作團隊(work teams)。

The relationship of job characteristic, job design and re-
searcher's organizational commitment- in
Taiwan electronic industry

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ABSTRACT

The best person of talent is the key point in the technology industry in Taiwan. If the Taiwan technology industry cannot keep or attract the best person of talent, it won't have competitive advantages in the future. At the view of human resource, the corporation could raise the employees' loyalties by job design and management. Therefore, the research wants to find how the different work characteristics match job design to raise employees' organizational commitment and to prevent to leave office or to neglect work.

We use SPRS (Stratified Proportional Random Sampling) and questionnaire survey to collect some information about the research. These data was analyzed by theoretical models and statistical techniques. The findings reveal that job characteristic has significant relationship with "affective commitment" and "moral commitment" of "organizational commitment". In additional, this research also indicated the influence on "task identity" of "job characteristic", "work teams" and "affective commitment", "moral commitment" of organizational commitment. Finally, according to these results, we advance some suggestion in chapter 5.

Key Words: job characteristic, job design, organizational commitment, work teams.