

IC設計工程師其工作特性對工作滿足與組織承諾關聯性之實證研究-以竹科某領導廠

商設計服務單位為例

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## 摘要

Speaking of the present age of the industrial characteristic, is that , it is a complete division of the labor & supply chain , which also combines packing and testing all build together foundry in Taiwan. A clustering- effect was brought from foundry and directly pushed the IC design industry to develop, and the IC design engineers act as a very important key role in the company, and its turnover will influence its competition, even its survivorship. The main purpose of this research is to investigate the correlation among job characteristics, job satisfaction and organizational commitment of the IC design engineers.

For theoretical discussion of this research, I' ve adopted the method of the documents - analysis, and in my empirical investigation, I' ve adopted questionnaires survey techniques, and the study case was IC design engineers of the design service division belongs to a leading company in Hsin-Chu Science Park. Totally collected 85 valid questionnaires, and the data were analyzed with T-test, One-Way ANOVA and Pearson analysis, and the results were used to test the research hypotheses. The findings has indicated the following as in,

1.

Personal background variables did not cause significant differences in both job satisfaction and organizational commitment.

2.

It stated significantly positive correlation of job characteristic between job satisfaction and organizational commitment.

3.

It stated significantly positive correlation between job satisfaction and organizational commitment..

關鍵字：IC design、job characteristic、job satisfaction、organizational commitment.