

工作滿意度、薪酬滿意度、LMX及組織承諾之關聯性研究

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摘要

Globalized economy era, the organization the most important elements of competition for talent, the 21st century is the century of talent, and organizations to face not only the rapid innovative technology and the rapidly changing competitive environment, also includes a powerful domestic and foreign industrial and raw material supply chain competition, organizational managers must clearly determine the future trends and timely adjustment, sophisticated and strain, and the importance of how to improve the organizational commitment of the members, and therefore this study intended to explore job satisfaction, pay satisfaction, leader - member exchange relationship with organizational commitment the association.

In this study, a traditional manufacturing employees as the object of study, to investigate the employees' job satisfaction, pay satisfaction, leader - member exchange relationship and relevance of organizational commitment. The researchers used questionnaires, issued a total of 250 questionnaires were recovered 205 valid samples, the recovery rate of 82%. Descriptive statistics, the data analysis, path analysis of the reliability and validity of the analysis and structural equation modeling analysis hypotheses. The main results of this study: job satisfaction, pay satisfaction, leader - member exchange relations and organizational commitment positively affected. 2 pay satisfaction has a positive and significant impact on organizational commitment. Leader - member exchange positively impact on job satisfaction. This study further explain job satisfaction, pay satisfaction, leader - member exchange relationship and relevance of organizational commitment, to study and make recommendations on future research and practice.

關鍵字：job satisfaction, pay satisfaction, leader - member exchange, organizational commitment