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Abstract
An enterprise is set up to make money; and thus, its performance is one of the most important issues. Only with the sound performance, an enterprise can increase its competitiveness and earn money. Job satisfaction and organization change are generally regarded as important factors when an enterprise seek for a decent performance. In the current trend of financial freedom and globalization, the biggest problem domestic banks encounter is the scale of an enterprise. It is hard for small-scale domestic banks to compete with international banks. The second problem domestic banks face is the difficulty of securing the managerial and operative skills. By increasing job satisfaction and changing organization, structure domestic banks can compete with transnational banks.
In this research, SPSS software, descriptive statistic analysis, factor analysis, variance analysis and Person Correlation Coefficient analysis, are applied to analyze the sample data. The target of this research is E.Sun bank, and the study focuses on the relationship among job satisfaction, organization change, and organization performance. The results can be categorized and showed as follow:
1.Job Satisfaction: The average score of every item is at least 2.97. It means that the employees are quite satisfied with their jobs.
2.Organization Change: Since the average scores are all above 3, it is fair to say that the employees assent to the organization change.
3.Organization Performance: The average scores are located between 2.81 and 4.29, so the employees think the organization performance is good.
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