URN etd-0407109-183716-1320
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Statistics This thesis had been viewed 43 times. Download 0 times.
Department
Year 2007
Semester 1
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title The Influences of Competency and Performance on Succession Chance Leader-Member Exchange Relation Quality as a Moderating Variable
Date of Defense 0000-00-00
Page Count 98
Keyword
competency
performance
Leader-Member Exchange (LMX)
succession chance

Abstract
The enterprise organization must have a succession system to make employees feel they have succession chance and to elaborate their potential on works. Studies have shown that competency and performance and Leader-Member theory (LMX) will affect succession chance. The participants in this study are employees of a service company. The valid returned questionnaire sample was 146.
Research result listed below.
1. Competency has positive correlation with succession chance.
2. Performance has positive correlation with succession chance.
3. LMX has positive correlation with succession chance.
4. LMX has a moderating effect on the relation between competency and succession chance.
Advisory Committee Huang ,Pei-wen - advisor

Files No Any Full Text File.
Date of Submission 2008-08-08