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Abstract
The semiconductor foundry sector in Taiwan has been growing very rapidly in the past 10 years and became the most important supplier in the world. More than 70% of the semiconductor foundry capacity is from Taiwan. And this industry has become one of the most competitive and important industries in Taiwan. However, as the industry becomes mature, the profit margin becomes small and the bonus shared to employee gets less and less as well. The employee's job satisfaction starts to change in response to the industry environment change. To improve the employee satisfaction and organizational commitment has become an important issue. This research studies the relationships among organizational Climates, job characteristic, job satisfaction, and Organizational Commitment in Semiconductor Foundry Industry. And the research results will put forward a suggestion in the future to provide the enterprise field and the academic circles.
This research applies the regression analysis to study the relationship among organizational climates, job characteristic, job satisfaction, and organization commitment. And apply the canonical analysis to study the strength of correlation among these constructs. This research substantial evidence finds：
1. The influence that the organizational climates have to the job satisfaction just toward obvious as a result。
2. The influence that the organizational climates have to the organization commitment just toward obvious as a result。
3. The influence that the job characteristic has to the job satisfaction just toward obvious as a result。
4. The influence that the job characteristic has to the organizational commitment is not obvious as a result。
5. The influence that the organizational climates interacts with job characteristic has to the job satisfaction just toward obvious as a result。
6. The influence that the organizational climates interacts with job characteristic has to the organizational commitment is not obvious as a result.
7. The influence that the demographic parameters interact with job satisfaction and organizational commitment is only obvious as a result toward some sub-constructs.

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