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Abstract
The purpose of this study is to discuss the relationships among the leadership style, psychological empowerment, commitment, job satisfaction, and job performance in military aircraft maintenance organizations. Questionnaire investigation is used and the maintenance personnel of an Air Force Base in Southern Taiwan are taken as the object of research. Totally 505 copies of questionnaire are issued, there are 276 valid copies called back, the effective callback rate being 54.65%.
In this study, SPSS is used as the tool of statistical analysis and the following analyses are performed over the sample data: factor analysis, descriptive statistics, T-test, one-way ANOVA, Pearson correlation analysis, regression analysis and cluster analysis.The main findings of this study are as follows:
1. The personal characteristics of military aircraft maintenance personnel (sex, marriage status, age, education, class of service, seniority, current position) have significant differences on leadership style, psychological empowerment, commitment, job satisfaction and job performance.
2. Significant correlation is seen between the research variables of the leadership style, psychological empowerment, commitment, job satisfaction and job performance of military aircraft maintenance personnel.
3. Significant influence is seen between the research variables of the leadership style, psychological empowerment, commitment, job satisfaction and job performance of military aircraft maintenance personnel.
4. The psychological empowerment, commitment and job satisfaction of military aircraft maintenance personnel have a significant mediation effect on the influences of leadership style and job performance.
5. The different clusters of the leadership style, psychological empowerment, commitment, job satisfaction and job performance of military aircraft maintenance personnel show significant differences among the variables.
Key words: Leadership style, Psychological empowerment, Commitment, Job satisfaction, and Job performance
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