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Author Yi-Fei Liao
Author's Email Address No Public.
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Abstract
The tourism business is a complex of natural resource, cultural assets, shopping mall, leisure facilities and arcade. The international tourist hotels are the most important element on account of their integrated functions, their service qualities and managing system will influence the tourism industry greatly (The Tourism Bureau, 2004). The management and development of human resource affect the service qualities very much. The international tourist hotels use the contingent workers to adjust the demand of human resource, the atypical work forces' job attitudes and performance will definitely influence the service qualities of tourist hotels.
The study investigated the relationship and influence between the organizational justice（distributive, procedural and interactional justice）and job attitudes（job satisfaction, organizational commitment and job involvement）. The study sent 1,740 questionnaires to the atypical workforce of 58 international tourist hotels in Taiwan, and the valid response rate is 22.7%; used the SPSS to analyze the results, included: descriptive statistics, independent sample t-test, one-way ANOVA, Tukey's post-hoc comparison, Pearson's correlation coefficient as well as regression. The results are concluded as below:
(1) The atypical work force of international tourist hotels has significantly different perception to Job Attitudes because of different sex, age and job function.
(2) The atypical work force of international tourist hotels has significantly different perception to Job Satisfaction because of different individual characteristics.
(3) The atypical work force of international tourist hotels has significantly different perception to Organizational Commitment because of different age, marital status, seniority and job function.
(4) The atypical work force of international tourist hotels has significantly different perception to Job Involvement because of different age, marital status, level of education, seniority and job function.
(5) The Organizational Justice is significantly related to Job Attitudes; however, the sub segments-Retention Commitment is not significantly related to extrinsic Job Satisfaction and Organizational Justice.
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