URN etd-0407109-183716-1297
Author Suchuan Mo
Author's Email Address No Public.
Statistics This thesis had been viewed 55 times. Download 253 times.
Department
Year 2004
Semester 1
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title The Effects of Communication、Trust and Relationship Learning on Job Satisfaction with Hearing-Impairment Worker.
Date of Defense 0000-00-00
Page Count 108

Keyword
Communication
Supervisor Trust
Job Satisfaction
Relationship Learning

Abstract
In recent years, both the practice and the academic have highlighted the point that communication and trust can enhance the employee's job satisfaction. Most scholars regard the communication and trust are the key elements for improving the job satisfaction; in the mean time, if organization can have intervening effects of relationship learning, namely--knowledge sharing, common understanding, and relationship memory; then it can increase more overall job satisfaction within the internal workers. The study subjective comes from the hearing impairment workers in Taiwan, these workers facing expression obstacles in work place; thus, how to develop communication and trust for maximizing their job satisfaction via relationship learning becomes an important issue of this study.
This study develops a job satisfaction conceptual framework from the view of relationship learning, then confirming the relationships among communication, supervisor trust, relationship learning, and job satisfaction by professional interviews and questionnaire surveys. This empirical study is using the quantitative methods, including Descriptive Statistics, Confirmatory Factor Analysis (CFA), T-test, ANOVA, Multiple Regression Analysis and LISREL analysis to test and verify each hypothesis. The study results showing that there is a positive effect between the hearing impairment workers and supervisor trust; both of them have no positive effect toward job satisfaction; and the relationship learning possesses positive intervening effect in the overall structural model.
Advisory Committee
Yiping Lin - advisor
Files
etd-0407109-183716-1297-006.pdf
etd-0407109-183716-1297-004.pdf
etd-0407109-183716-1297-001.pdf
etd-0407109-183716-1297-005.pdf
etd-0407109-183716-1297-002.pdf
etd-0407109-183716-1297-003.pdf
indicate access worldwide
Date of Submission 2005-08-18