URN etd-0407109-183724-2034
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Statistics This thesis had been viewed 37 times. Download 0 times.
Department
Year 2006
Semester 2
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title A Study of Decision Model on Organizational Justice and Injustice for Business Employees - Applied CIT method and AHP method
Date of Defense 0000-00-00
Page Count 115

Keyword
Organizational justice
Critical Incidents Technique (CIT)
Analytic Hierarchy Process(AHP)

Abstract
This research the main purpose is in view of justice and injustice cognition decision-making pattern, and this research will apply to two research methods, studying one Critical Incidents Technique(CIT) will to employee remember medium the key affairs carry on analysis, after wishing difference of finding out employee's judgment, again carry on studying a two Analytic Hierarchy Process (AHP) to aim at employee for the common factor of the justice and the injustice cognition, beg importance sequence. Justice always is one of most basic value goals which the human society pursues now. However, in faces the enterprise environment to change unceasingly, the employer requests the staff to innovate positively unceasingly, the breakthrough, under this environment, organizes regarding the staff justice consciousness understanding to remarry importantly. But justice cognition which mentions in the organization interior, is justice for the organization, will discuss in the enterprise the internal correlation question, for example salary, achievements, interpersonal processing…etc. problem, will with employee fair have an inseparable relation, but the organization justice literature regarding the origin and content of the justice and injustice event, lacks the systematic continuously understanding, Therefore this research take this as the main breakthrough point, then discusses this question thoroughly, the time can propose the solution regarding this question.
Study one will take south enterprise personage as a research object, the valid interview object contain 120 people, carrying on Critical Incidents Technique(CIT) to collect a related factor, carrying on after inducing analysis, study a result manifestation, obtain nine common factors of justice and injustice cognition respectively, distinguish for the training, organization provision, promoted system, salary management, the personnel install, work allotment, results management, the prize and punishment system, employee relate to, and single cognition(justice and injustice) its factor, single cognition(justice) of factor, adjust for employee's welfare, work round respectively, the process open. When single factor for cognizance(injustice) is a labor relations, employee's welfare respectively.
Study two will with south enterprise supervisor class personnel for research object, interview the object as 35 people effectively, carry on nine common factors that the Analytic Hierarchy Process(AHP) aims at justice and injustice cognition, carry on related software analysis, study result manifestation, respectively know importance one after another and as follows: one, the employee relate to, two, salary management, three, prize and punishment system, four, results management, five, the personnel install, six, promote system, seven, work to assign, eight, training, nine,

organization provision. End, provide an enterprise the internal employee to conduct the suggestion of management, and provide the direction of future to follow-up researcher through this research.
Advisory Committee Yuli Lin - advisor

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Date of Submission 2007-07-27