URN etd-0407109-183710-795
Author ming-de Tamg
Author's Email Address No Public.
Statistics This thesis had been viewed 53 times. Download 0 times.
Department
Year 2007
Semester 2
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title Research on The Relationships Between Organizational Justice, Leadership Style and Locus of Control with Seff-efficacy and Organizational Performance-A case Study on Volunteer Non-Commissioned Officers and Soldiers
Date of Defense 0000-00-00
Page Count 267

Keyword
Organizational Justice; Leadership Style; Locus of Control; Self Efficacy; Organizational Performance

Abstract
Quality manpower is indispensable element for modern military forces. By the same token, modern defense organizations rely on high quality manpower to effectively enhance their organizational performance.
This research aims to study the relationships among organizational justice, locus of control, self efficacy, and organizational context of Taiwanese combined logistics support units. Research method of survey was employed primarily targeting non-commissioned officers and privates who had voluntarily joined the military. Among the 500 survey questionnaires sent out for this research, 452 were returned. Among those questionnaires returned, 27 questionnaires were incompletely filled and were classified as ineffective. The number of completely filled questionnaires for this study is 425, which constitutes an 85% percent return rate. SPSS statistics software was then utilized to analyze samples collected via survey questionnaires where factor analysis, t test, ANOVA, two-factor variance analysis, correlation, cluster analysis, regression, and were conducted. Research findings are as the followings:
1、Significance partially exited between the variable of soldiers with distinct personal attributes and variables of organizational justice, leadership style, locus of control, self-efficacy, and organizational performance.
2、Significant differences of perceptions existed among soldiers from different clusters to the variables of organizational justice, leadership style, locus of control, self-efficacy, and organizational performance.
3、Organizational justice, leadership style, and locus of control were found to exert positive influence over self-efficacy, organizational performance, and perspective consists of both of them.
4、Positive correlation was identified by this study between self-efficacy of the soldiers and organizational performance of units.
Therefore, based upon research findings derived from this study, the author has come up with a list of recommendations to be used by leaders and managers and future research as reference to enhance organizational performance.
1、To organizational leaders and managers:
（1）It is of utmost importance to provide information relevant to the organization’s mission to employees within an organization so that they can understand the meaning of performance enhancement to their organizations.

（2）Positive influence regarding organizational effectiveness can only be materialized when members and employees within an organization can receive fair and just rewarding and reprimand; leadership of honesty and integrity; and comprehensive and effective communication.
（3）Owing to different circumstances and characteristics faced by various types of organizations, leaders and managers must proactively recognize the roles to be played by leaders. Organizational performance will be impacted upon when leadership is not properly exercised.
2、To future researchers:
（1）This study may be extended to organizations of other military services to conduct further studies, by employing “in-depth interview” research method or by employing both “ quantitative-based” and “quantitative-based” research methodologies at the same time.
（2）This study is subject to research limitations associated with time, characteristics of military organizations, and ratio of opposite genders. Further studies can be conducted to reach more in-depth findings and conclusions when the aforementioned research limitations can be removed.
（3）This study is designed to target on non-profits (military organizations), future researchers are advised to conduct similar topics targeting public sector organizations and profit-seeking organizations to study on the differences between non-profits and profit-seeking organizations.
Advisory Committee - advisor

Files No Any Full Text File.
Date of Submission 2008-06-24