URN etd-0407109-183712-1004
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Statistics This thesis had been viewed 37 times. Download 23 times.
Department
Year 2005
Semester 2
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title The Research of the Relation among Leadership Behavior, Organizational Commitment, Working Stress and
Job Satisfaction between Taiwan and China
--- A Case of Uni-President Enterprise Corp.
Date of Defense 0000-00-00
Page Count 184

Keyword
Leadership Behavior
Organizational Commitment
Working Stress
Job Satisfaction

Abstract
After Taiwan joined the WTO,it affects the economy and trading of Taiwan opening and also facing the global competition.The economy and trading between Taiwan and China must have more fusions in the world economic systems.However,the external environment changes will cause some impacts and influences to certain industries ,and its internal managements are the key points of the industries will be successful or failed.Secondly,the enormous market in China will be the most important stage in the furture to the foodstuff industries.
As to the Taiwanese industries,we have the same kinds of advantages.If we could focus more on the human resource management,it will be the important part and affect a lot.So this research will take Uni-President Enterprise Corp. as an example,we will confer the differences of the leadership behavior,the organizational commitment,the working stress and the job satisfation of the employees between Taiwan and China.And we expect that the results can give some references to the companies or industries of Taiwan and help them running better.
This research takes production sectors of three factories in Taiwan and two factories in China as the investigation objects. We had sent 300 questionnaire survey copies and took all of them back. Then we took descriptive statistics, factor analysis, reliability analysis, analysis of variance, Duncan test and canonical correlation analysis as analyzing methods and we found:
1. The employee’s individual attribute in Taiwan and China have obviously different about the leadership behavior,the organizational commitment,the working stress and the job satisfation.
2.The leadership behavior has conspicuous influence to the job satisfation in Taiwan and China, but it ’s more evidently in Taiwan.
3. The organizational commitment has conspicuous influence to the job satisfation in Taiwan and China, but it’s more evidently in China.
4. The working stress has conspicuous influence to the job satisfation in Taiwan and China, but it’s more evidently in Taiwan
5. The leadership behavior has conspicuous influence to the working stress in Taiwan and China, but it’s more evidently in Taiwan.
6. The organizational commitment has obvious influence to the pressure of jobs in Taiwan and

China, but it’s more evidently in China.
7. The leadership behavior has conspicuous influence to the organizational commitment in Taiwan and China, but it’s more evidently in Taiwan
Key words: Leadership Behavior, Organizational Commitment, Working Stress,
Job Satisfaction
Advisory Committee Min-tsai Lai - advisor

Files etd-0407109-183712-1004-001.pdf

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Date of Submission 2006-06-28