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Abstract
This study took the staff of Chinese Petroleum Corporation, which was right under a reformation as the subject. It aimed to investigate the effect of staff's pesonality, leadership style, and organizational reformation perception on organizational commitment. And we also investigate the effect of organizational commitment on job performance.
500 employees in Chinese Petroleum Corporation were sampled out as the research subjects, and among which, 250 were determined valid. This study employed the statistical software SPSS 12.0 to analyze the data. The methods used in data analysis embraced Descriptive Statistics Analysis, Factor Analysis & Reliability Analysis, Independent Samples T-Test, Analysis of Variance, and Regression Analysis. The results obtained in this study are concluded as follows.
1. The staff with diverse "Individual Backgrounds" show an obvious difference in the respects of " Staff's Pesonality", "Leadership Style", "Organizational Reformation Perception", "Organizational Commitment" and "Job Performance". But it is just partially tenable.
2. "Achievement Motivation" of "Staff's Pesonality", has an obvious and positive influence on " Organizational Commitment", and "Internal Locus of Control" has a partial influence on " Organizational Commitment".
3. "Consideration factor"of Leadership Style has an obvious and positive influence on " Organizational Commitment", but "Initiating structure factor" of Leadership Style does not.
4. "Role characteristics" and "Comunnication" of Organizational Reformation Perception have obvious and positive influences on Organizational Commitment, but "Reformation benefit" does not.
5. "Organizational Commitment" has an obvious and positive influence on "Job Performance"
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