URN etd-0407109-183716-1324
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Statistics This thesis had been viewed 34 times. Download 0 times.
Department
Year 2003
Semester 1
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title The Relationship Among Leadership Behavior, Organizational Commitment and Leadership Effectiveness Of The Small and Medium Enterprises in Taiwan.
Date of Defense 0000-00-00
Page Count 117

Keyword
Leadership Behavior
Commitment of Organizational
Leadership Effectiveness
Small and Medium Enterprises

Abstract
If the enterprise can grow it up and manage it continuously forever , the primary task will find a good method of leaderships that let the staff to admit and make an all-out effort to do. So, how the leader wants to manage, guide and get staff""s orientation and organize the goal to advance , and to the commitment sense of enterprises through the staff , reach better efficiency of leading, it is the reason promoting this research to do further discussion .

This research regards employees of small and medium enterprises in Taiwan as the research object, aim at probing into the behavior, relation of organizing the commitment and leading efficiency to the person in charge of employees of small and medium-sized enterprises of Taiwan. The research approach adopts the analytic approach of documents by probing into leadership behavior, commitment of organizational, and leadership effectiveness theory and the relevant positive researches, in order to the theoretical foundation of the structure, and work out the basis which measures the form as studying. So, this research uses the structure of Chinese leadership to revise inventory of leadership behavior of small and medium enterprises, and consult the domestic and foreign literature to build the inventory of commitment of organizational and leadership effectiveness, and the questionnaire of this research.

This research sends out 1,000 questionnaires altogether, retrieve 358 effective questionnaires, 35.8% of effective rate of recovery . the descriptive statistics , oneway ANOVA , Pearson relevant analysis , logical regression analysis , and path analysis will be used to test the hypothesis in this study. There are four conclusions are obtained :

（1） The background variable have significant influence on leadership behavior, commitment of organizational, and leadership effectiveness.

（2） Manager’s leadership behavior, commitment of organizational, and leadership effectiveness have exist correlation.

（3） Manager’s leadership behavior and commitment of organizational can predict leadership effectiveness.

（4） Manager’s leadership behavior has intervening effect on leadership effectiveness, if though commitment of organizational, there can be better influence results to leadership effectiveness.
Advisory Committee DING, WEN-SHENG - advisor

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Date of Submission 2004-09-06