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Abstract
This study is to discuss the relationship among leader-menber exchange, psychological contract and organizational citizenship behavior. The objects of this study are derived from the research and development department of high-tech industry in the Southern Taiwan Science Park. Using a survey research method, 300 questionnaires were distributed of which 210 valid survey were returned with a response rate of 88.2%. Research results listed below.
1. Leader-member exchange has positive correlation with Psychological contract fulfillment.
2. Psychological contract fulfillment has positive correlation with organizational citizenship behavior.
3. Leader-member exchange has positive correlation with organizational citizenship behavior.
4. Psychological contract fulfillment has mediating effects on the relationship between leader-member exchange and organizational citizenship behavior.
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