URN etd-0407109-183725-2065
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Statistics This thesis had been viewed 36 times. Download 0 times.
Department
Year 2007
Semester 2
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title The influence of Procedural Justice to Employee Helping Behavior：the Mediating Effect of Role Ambiguity and Work-Family Conflict
Date of Defense 0000-00-00
Page Count 105

Keyword
family
taiwan

Abstract
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By global economic developing, industries are faced with environment changing and living thrust increasing, working pressure raise to employees. The present day, employees are not only faced with working pressure, but also bear the family economic. How to transform and optimum is been to affect employees' working-family conflict and role ambiguity. The establishment of procedural justice to organization will affect working atmosphere. With fair procedure, it will make organization employees stable, and reduce role ambiguity and working-family conflict, and lead to employee helping behavior. There were not mediating variable verification of procedural justice and helping behavior in past literatures. So the study takes the employees of Taiwan traditional cement industry as survey object to discuss the relationship between procedural justice, working-family conflict, role ambiguity and helping behavior. The valid questionnaire samples are 167. The study takes descriptive statistical analysis, factor analysis, correlation analysis, and multiple regressions to verify assumptions. The discoveries of the study as follows: (1)procedural justice has negative relation to working-family conflict and role ambiguity. (2) procedural justice has positive relation to helping behavior. (3) working-family conflict and role ambiguity have mediating effect between procedural and helping behavior. By the results of the study, we bring up the management suggestions.
Advisory Committee Lin Yu Li - advisor

Files No Any Full Text File.
Date of Submission 2008-07-03