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Abstract
When an enterprise can not afford any dispatch workers to others because of its management and wants dispatch workers from others in order to keep the corporation work, dispatch workers become a choice for any enterprise nowadays. This study will investigate the effects of personal characteristics on the perception of organization characteristics and the identification of organization; in addition, it will also investigate the effects of the perception of organization characteristics on the identification of organization. Main variables are: personal characteristics, organization characteristics, and organization identification. Personal characteristics include: genders, ages, levels of education, status of marriage, years of being dispatched as a worker, and the positions…etc. Organization characteristics include organization system, work characteristics, relationship among colleagues, chief leadership, development of career…etc. Organization identification includes the degree of the involvement in the work and organization loyalty…etc. The participants are domestic dispatch workers and questionnaires are administered. 862 questionnaires were dispatched to domestic institutions. Among 862 questionnaires dispatched, 332 ones are retrieved. After deducting 42 invalid questionnaires among the 332 retrieved, the numbers of the valid questionnaires are 290. The recycling rate is 33.64%. Finally, the quantitative data collected from the questionnaires are analyzed. ANOVA, the t test, and multiple regression analysis are employed in the study. The main findings are summarized as follows:

The ages of domestic dispatch workers, years of being dispatched as a worker, and the positions have significant differences on the degree of the involvement in the work. The ages of domestic dispatch workers and years of being dispatched as a worker have significant differences on organization loyalty. Domestic dispatch workers' perception of work characteristics, relationship among colleagues, and the development of career will affect the degree of the involvement in the work. Domestic dispatch workers' perception of work characteristics and the development of career will affect the organization loyalty.Finally, based on the results and the findings of this study, enterprises and organizations are provided with related management recommendations for references.
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