

薪酬公平、晉升公平與工作投入之關聯性研究

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摘要

The employees are the most important assets by most enterprises acknowledge that technology and experience accumulated. In order to make regular employees are willing to rescued by the long term, reduce employee turnover, and enhance their motivations as well as hard-work attitudes. According to the equity theory, the corporate employees would be frustrated and maybe reduce their satisfactions on jobs in case they aware of unfair treatment from the organization, no matter what is caused by the distribution or the procedure.

This paper mainly attempted to examine the high technology company's employees in compensations and promotion of distributive justice and procedural justice affecting their job involvement.

The subjects were employees of high technology companies. By random sampling of send out questionnaires, and then by the descriptive statistics, reliability and validity analysis and structural equation modeling the analysis results of path analysis has found, results

關鍵字：compensation equity, promotion equity, job involvement