

企業文化與工作動機、工作壓力、組織承諾之關係研究-以C公司為例

黃信欽, 陳棟樑

科技管理學系

管理學院

tlchen@chu.edu.tw

摘要

This study aims at investigating the relationship among employee perceptions of corporate culture, work motivation, job stress and organizational commitment in C Corp., which has been developing and carrying out its corporate culture since 2006. The objects of the study are the employees in HsinChu plant of C Corp.. Among 650 copies of questionnaire survey sent out in total, 633 copies were collected at an effective rate of 93.5%, in which 608 copies were valid. Statistical analysis software was adopted to analyze the data obtained from questionnaires.

The results of the study showed that because of employee personal attributes, there was a significant difference of employee perceptions regarding corporate culture, work motivation, job stress and organizational commitment. Corporate culture promotion by C Corp. has a positive impact on employees' work motivation, job stress and organizational commitment. Employees' work motivation has a positive impact on organizational commitment and job stress while employees' organizational commitment has a positive impact on job stress. The results of this study will be provided to C Corp. as a reference for further management enhancement.

關鍵字：Corporate culture, Work motivation, Job stress, Organizational commitment