

# 以家庭衝突為干擾變數探討組織因素、工作投入對工作滿意度關聯性之研究

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## 摘要

近年來，國內產業環境與就業市場產生眾多矛盾，各產業面對全球化的趨勢陷入各種困境，為維持經營而走向降低成本，進而造就國內就業市場的每況愈下，多工時低薪資是目前國內勞工普遍面對狀況。因此，本文欲探討國內電子製造業員工工作滿意度，透過問卷調查了解個案公司受訪員工對組織文化、組織承諾、組織制度、工作投入、家庭衝突和工作滿意度之關聯性，回收問卷後以 SPSS19.0 統計軟體進行敘述性統計分析、信效度分析、卡方檢定、t 檢定、變異數分析、相關分析和迴歸分析。

本文發現：(1)年齡、公司服務年資、工作年資都會影響任職職級；(2)受訪員工對家庭衝突構面的認同度最高，其次為工作滿意度構面，而認同度最低為組織文化構面，倒數第二為工作投入構面；(3)性別對組織文化和婚姻對家庭衝突呈現低度關聯強度；(4)性別對工作投入呈現低度關聯強度；(5)公司服務年資在組織文化、家庭衝突的認同度有差異性，任職部門對組織制度、家庭衝突和工作滿意度等因素的認同程度有差異；(6)組織文化、組織制度和組織承諾對工作投入有正面影響效果；(7)工作投入對工作滿意度有正面影響效果；(8)家庭衝突對工作投入與工作滿意度產生負面干擾效果。

**關鍵詞：**組織因素，工作投入，家庭衝突，工作滿意度、干擾效果

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# The Relationships among Organizational Factors, Job Involvement, and Job Satisfaction with: Using Family Conflict as a Moderating Variable

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## Abstract

In recent years, the domestic industrial environment and the employment market have many contradictions, the industries have to face the tendency globalization and they have to reduce the cost to maintain their business. Consequently creating a deterioration of the domestic market, the current situation of the domestic workers are lower salary and longer time of work.

Therefore, this study aims to explore the domestic electronics manufacturing staff job satisfaction, through the questionnaire survey to understand the company employees, first by interviewed them on the organizational culture, their organizational commitment, their organization system, and their work engagement and finally on their family conflicts and job satisfaction.

After the questionnaire from the survey was collected, the SPSS19.0 statistical software was used for descriptive statistical analysis, the reliability and validity analysis, the Chi-square test, T test, ANOVA, and the correlation analysis and regression analysis.

This study found that : (1) The age, your seniority and your working experience will affect the position in the company. (2) The staff has a highest degree of recognition of family conflict, followed by job satisfaction, then the work input, finally the lowest degree of recognition for the organizational culture. (3) The gender has a narrow relevance to the organizational culture and the marriage into family conflicts. (4) The gender has a narrow relevance to work input. There is a difference between the seniority in the organization of culture and the family conflicts. (5) The department has an organizational system, the family conflict and the job satisfaction and other factors have different degrees of identification. (6) The organizational culture, the organizational system and organizational commitment have a positive impact on job input. (7) Work input has a positive impact on job satisfaction. (8) Family conflicts have a negative effect on job satisfaction and job satisfaction.

**Keywords: Organizational Factors, Job Involvement, Family Conflict, Job Satisfaction, Moderating Effect**

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