

论文

监狱干警组织支持感与工作满意度关系

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摘要:

目的 探讨监狱干警组织支持感与工作满意度的关系,以及组织承诺在两者之间的中介作用.方法 采用整群抽样的方法对辽宁省3所监狱的1 048名干警进行问卷调查,采用SPSS 17.0和Amos 7.0软件进行数据分析.结果 监狱警察的组织支持感与工作满意度呈明显正相关( $\beta=0.621, P<0.001$ ),其对工作满意度的变异解释度为38.1%;组织承诺与工作满意度也呈明显的正相关( $\beta=0.287, P<0.001$ ),其对工作满意度的变异解释度为7.6%;组织支持感对工作满意度的直接效应为0.53,间接效应为0.13,总效应为0.66.结论 组织支持感和组织承诺是工作满意度的重要预测变量,组织承诺在组织支持与工作满意度的关系中起部分中介作用,组织支持对工作满意度的直接作用大于间接作用.

关键词: 监狱警察 组织支持感 工作满意度 组织承诺 中介作用

Perceived organizational support and job satisfaction among prison police officers

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Abstract:

Objective To explore the relationship between perceived organizational support and job satisfaction and the mediating role of organizational commitment on the relationship.Methods Stratified cluster sampling method was used to investigate prison police officers from three prisons in Liaoning province.SPSS 17.0 and Amos7.0 statistical software were applied to perform statistical analyses and to test study hypothesis.Results Perceived organizational support was positively associated with job satisfaction ( $\beta=0.621, P < 0.001$ ) and explained 38.1% of variance in job satisfaction.Organizational commitment was also positively associated with job satisfaction( $\beta=0.287, P < 0.001$ ) and explained 7.6% of variance in job satisfaction.The direct,indirect,and total effect of perceived organizational support on job satisfaction were 0.53,0.13,and 0.66,respectively.Conclusion Perceived organizational support and organizational commitment have important influence on prison police officers' job satisfaction.And the organizational commitment has a mediating effect on the relationship between perceived organizational support and job satisfaction.However,the direct effect of organization support on job satisfaction is greater than its indirect effect.

Keywords: prison police officer perceived organizational support job satisfaction organizational commitment mediating effect

收稿日期 2011-09-27 修回日期 网络版发布日期

DOI: 10.11847/zgggws2012-28-03-48

基金项目:

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