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IB > Vol.1 No.1, September 2009

OPEN ACCESS

A Study on the Career Commitment Factor Structure of Knowledge Staff

PDF (Size: 183KB) PP. 22-27 DOI: 10.4236/ib.2009.11004

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ABSTRACT

This paper studied the knowledge staff's career commitment factor structure. The data from 123 knowledge employees were examined by factor analysis, descriptive analysis and so on. The results showed: a) The career commitment of knowledge staff consists of four dimensions: affective commitment, continuance commitment, career resilience and career loyalty. b) All the reliability and validity indexes of the modified questionnaire are satisfactory.

KEYWORDS

knowledge staff, career commitment, career satisfaction

Cite this paper

Y. CHEN, "A Study on the Career Commitment Factor Structure of Knowledge Staff," *iBusiness*, Vol. 1 No. 1, 2009, pp. 22-27. doi: 10.4236/ib.2009.11004.

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