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组织氛围、工作投入与员工职业生涯成功关系的实证研究

马占杰

指导教师: 林志扬教授

厦门大学

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组织氛围、工作投入与员工职业生涯成功关系的实证研究

**The Empirical Study on the Relations among
Organizational Climate, Work Engagement and
Employee's Career Success**

马占杰

指导教师姓名: 林志扬 教授

专业名称: 企业管理

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摘要

改革开放以来，尤其是近十年来，国内外竞争环境的巨大变迁使得生活在当今时代的人们在处处追求成功和研究成功，这种追求与研究体现在个人层面、企业层面和国家层面，其中个人层面的成功是后两种的前提与基础，因此深入研究个人层面的成功无疑具有十分重要的理论和现实意义。而个人的成功不是一个抽象的概念，是由诸多成功要素组成，其中职业生涯成功占据了非常重要的地位，因为它作为事业成功而成为一个人的安身立命之本。

众所周知，员工的职业生涯成功离不开他所在的组织，已有理论研究表明，组织层面的因素如组织社会化、组织规模和组织职业生涯管理水平等因素都会对员工的职业生涯成功产生重要影响。然而，在影响员工职业生涯成功的组织层面因素中，尽管相关理论研究和现实都表明组织氛围是影响员工职业生涯成功的重要因素，但已有文献表明，国内外鲜有直接探讨组织氛围与员工职业生涯成功的研究成果。因此，本研究从组织氛围的角度深入探讨影响员工职业生涯成功的组织因素，无疑是对现有相关理论及文献的补充与完善。

本文根据中国文化背景下组织氛围与员工职业生涯成功的研究情境，对组织氛围与员工职业生涯成功的各维度进行了提炼，在相关理论的基础上构建了组织氛围通过工作投入为中介而影响员工职业生涯成功的理论模型，并基于研究框架提出了 3 组共 15 个假设，旨在研究以下问题：一是组织氛围与员工职业生涯成功的直接效应，二是工作投入在组织氛围与员工职业生涯成功之间的中介效应，三是客观职业生涯成功与主观职业生涯成功之间的关系。通过对厦门、泉州、南昌和新乡四个地区的 338 名企业员工进行调查，采用 SPSS18.0 和 AMOS8.0 分析软件对数据进行分析，得到了以下研究结论：（1）探索性分析和验证性分析的结果表明，组织氛围的五维度结构、员工职业生涯成功的二维度结构和工作投入的三维度结构与数据拟合良好，说明利用此数据进行相关假设检验是合适的；（2）独立样本 t 检验、方差分析和回归分析的结果表明，本研究所选取的控制变量（员工性别、员工年龄、组织规模、员工所在行业和员工的任职时间）对中介变量及结果变量的影响有限，在假设检验的过程中不予考虑；（3）利用结构方程所构建的模型 1、模型 3、模型 4 和模型 5 的结果证明了

组织氛围对员工职业生涯成功的正向影响及工作投入的中介效应，模型 6 和模型 7 的结果证明了客观职业生涯成功对主观职业生涯成功有显著正向影响，但子维度之间部分影响不显著。

最后，本文在对上述研究结论进行分析讨论的基础上提出了对管理实践的启示，并从变量界定和测量方面、样本和数据收集方面和研究设计方面指出了本文的不足及未来研究的方向。

关键词： 主观职业生涯成功 客观职业生涯成功 组织氛围 工作投入

Abstract

Since the reform and opening up, especially in the past decade, tremendous changes in the competitive environment both at home and abroad have made us live in a time which let us pursuit and study success everywhere. The pursuit and study on success reflects on a personal level, corporate level and national level. And personal level of success is the precondition and basis for the other two, so in-depth study at the individual level of success undoubtedly has a very important theoretical and practical significance. However, personal success is not an abstract concept but has a lot of factors. Among these factors, career success is to occupy a very important position because it is the base of a person's living.

As is well known, employee's career success is inseparable from his organization. Present theoretical study has indicated that factors such as organizational level, organizational socialization, organizational size and organizational career management of employees and other factors will have an important impact on career success. However, among organizational level factors which influence employee's career success, although relevant theory and reality of life have shown that organizational climate is an important factor, there is still few literature which directly study on the relationship between organizational climate and employee's career success. Therefore, this deep study on employee's career success which from the perspective of organizational climate undoubtedly is an supplement and perfect on the existing theory and literatures.

According to the study situation on organizational climate and employee's career success in the context of Chinese culture, this paper firstly refine the dimensions of the variables, next we build a model that organizational climate influence employee's career success through work engagement on the basis of relevant theory. And then we proposed 3 groups and 15 hypotheses through research-based framework. The hypothesis will solve following questions: Firstly, the direct effect of organtional climate and employee's career success; Secondly, the mediating effect of the work

engagement which influence organizational climate and employee's career success; Thirdly, the relationship between an objective career success and subjective career success. We collect the data through the investigation on the 338 employees which from the area of Xiamen, Nanchang, Quanzhou and Xinxiang, and analyze the data using the software of SPSS.18.0 and AMOS8.0, thus we made a conclusion: (1) The result of EFA (Explorative Factor Analysis) and CFA (Confirmation Factor Analysis) shows that organizational climate's five-dimensions -structure and employee's career success's two-dimensions-structure and work engagement three--dimensions-structure fit the data well, and it is fit for the confirmation of the hypothesis; (2) The result of T-test and One-Way-ANOVA and regression Analysis shows that the control variables (employee's sex, employee's age, organizational size, industry and work time) have little effect on the mediator and result variables, so we neglect their effect through the process of confirmation on the hypothesis; (3) The result of model-1, model-3, model-4 and model-5 which built by model equation shows that organizational climate has an positive effect on employee's career success, also shows that work engagement has mediate effect. The result of model-6 and model-7 shows that subjective career success have an positive effective objective career success, but the effect among sub-dimensions is not significant.

Finally, on the basis of the analysis and discussion of the study conclusions, we propose inspirations on management practice. Also, this article points out the shortcomings and future research directions through from the variable definition and measurement, sample and data collection and research design.

Key words: subjective career success; objective career success; organizational climate; work engagement

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