

2010 5 27

!

"# \$ %& '&()(%\*+  
") \* & \* %+ "O(,1 ,) %/(+  
" , - % . \* % ' / )) \* )(%\*+  
"/ ,( 2 , (,+

, 2001

1

, 2000

3

Breckler, 1984

e.g., Cohen, 1999

1995

,

Bau 1985a, p. 281

Lodahl and Kejner, 1965

Cohen, 1999

Brown 1996

50

. 164

1

1979      Coulther 1957, 1958

2

Bau 1985a, p. 281

Meyer, Stanley, Herscovitch and Topolnytsky 2002

53

r .15

2009

N 91

50

2005

N 1,313

3

e.g., Mathieu and Zajac, 1990 Meyer et al., 2002

, 2009 , 2005

4

Lawler and Hall,

1970 p. 306

1985

N 563

2000

N 701

3

35

35

50

50

50

35

5

1995

N 375

r .18

2001

N 59

N 156

9

2005

23

N 3,505

N 3,188

, 2001

6

3

Brooke,

Russell and Price 1988

3

N 577

3

.552

r .547;

r .591;

r

N 221

Bau 1985b

N 291

Lawler and Hall (1970)

3

Lawler and Hall (1970)

N %

Cummings and Bigelow 1976

3

Brown

1996 71

r .496

Meyer et al. 2002 16

r .53

Mathieu

and Zajac 1990 5

.668

3

A

B

54

454

385

84.8

|     |      |       |          |     |      |         |
|-----|------|-------|----------|-----|------|---------|
|     |      | 42.54 | SD 11.62 |     | 4.54 | SD 3.78 |
|     |      | 73    | 19.0     | 311 | 80.8 | 1 0.3   |
|     |      | 295   | 76.6     | 47  | 12.2 | 31 8.1  |
| 6   | 1.6  | 5     | 1.3      | 1   | 0.3  |         |
| 195 | 50.6 | 187   | 48.6     | 3   | 0.8  |         |

4

7

1.0

0.4

|   |        |          |      |
|---|--------|----------|------|
| 9 | , 2007 | Cronbach | .834 |
| 1 |        | 3        | .812 |
| 2 | .827   | 4        | .707 |

1997

8

.904

2

4 .896 4 .852 2

Lawler and Hall 1970 4  
1985 3 1 .851

Larsen, Attkisson, Hargreaves and Nguyen 1979 7  
1) 4 1 .864

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

**6**

**V 2**

, 1993

1

2

3

4

8

MF

MF 1.156 2 653

8

7

1.031 3.947

30      40      50      50      40

50      40

50

20

20

20

40      50

30

30

30

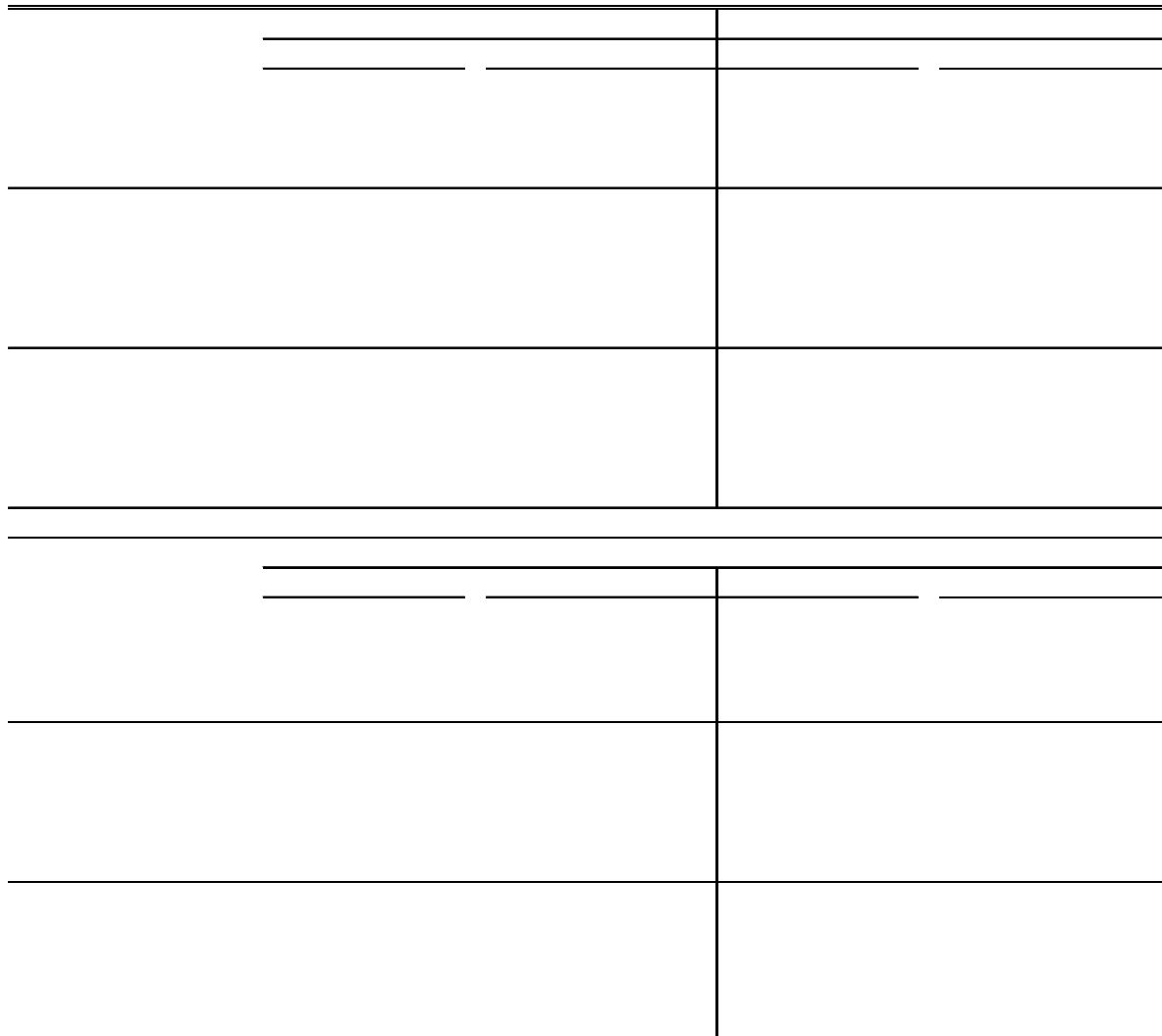
20

30

20

R<sup>2</sup> .158

.228





**40**

20      30  
20      30  
40      50

**Lawler and Hall, 1970**

**20**

**30**

**40      50**

**1**

**2**

**3**

**54                    385**

**1)      1995**

- Bau, G.J. (1985a) The measurement and prediction of career commitment, *Journal of Occupational Psychology*, 58(4), pp. 277-288
- Bau, G.J. (1985b) A multiple study investigation of the dimensionality of job involvement, *Journal of Vocational Behavior*, 27, pp. 19-36
- Breckler, S.J. (1984) Empirical validation of affect, behavior, and cognition as distinct components of attitude, *Journal of Personality and Social Psychology*, 47, pp. 1191-1205
- Brooke, Jr., P.P., Russell, D.W. and Price, J.L. (1989) Discriminant Validation of Measures of Job Satisfaction, Job Involvement, and Organizational Commitment, *Journal of Applied Psychology*, 73(2), pp. 139-145
- Brown, S.P. (1996) A meta-analysis and review of organizational research on job involvement, *Psychological Bulletin*, 120, pp. 235-255
- Cohen, A (1999) Relationships among the five forms of commitment: An empirical assessment, *Journal of Organizational Behavior*, 20(3), pp. 285-309
- Cummings, T. and Bigelow, J. (1976) Satisfaction, job involvement, and intrinsic motivation: An extension of Lawler and Hall's factor analysis, *Journal of Applied Psychology*, 61, pp. 523-525
- Gouldner, A.L. (1957) Cosmopolitanism-Localism: A Factor Analysis of the Construct, *Administrative Science Quarterly*, 2, pp. 223-235
- Gouldner, A.L. (1958) Cosmopolitanism-Localism: A Toward an Analysis of Latent Social Roles, *Administrative Science Quarterly*, 2, pp. 444-480
- (1985)
- (2009)
- pp. 1-9
- (2000)
- 2(1), pp. 55-64
- Larsen, D.L., Attikisson, C.C., Hargreaves, W.A. and Nguyen, T.D. (1979) Assessment of client/patient satisfaction: Development of a general scale, *Evaluation and Program Planning*, 2, pp. 197-207.
- Lawler, E.E. and Hall, D.T. (1970) Relationships of job characteristics to job involvement, satisfaction, and intrinsic motivation, *Journal of Applied Psychology*, 54, pp. 305-312
- Locke, T.M. and Kejner, M. (1965) The definition and measurement of job involvement, *Journal of Applied Psychology*, 49, pp. 24-33
- Mathieu, J.E. and Zajac, D.M. (1990) A review and meta-analysis of the antecedents, correlates, and consequences of organizational commitment, *Psychological Bulletin*, 108, pp. 171-194
- Mayer, J.P., Stanley, D.J., Herscovitch, L. and Toplonytsky, L. (2002) Affective, continuance and

- normative commitment to the organization: A meta-analysis of antecedents, correlates, and consequences, *Journal of Vocational Behavior*, 61, pp. 20-52  
(2000)  
62, pp. 7-19  
(2005)  
42(3), pp. 267-275
- (1993)  
(2009)  
80(2), pp. 131-137.  
(2001)  
14(3), pp. 129-141.  
(2003)  
18(3), pp. 156-171.  
(1997) ( )  
  
(1979)  
31, pp. 19-35  
(1995)  
(2001)  
(2001)  
9, pp. 41-51.  
(1985) 22, pp. 3-14  
(2005)  
25(4), pp. 30-38  
(2007)