
455

210023
210023

2013	1055.3	1000	2014 1 30	39.2%
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13YJA630138

1.

1

1986 Eisenberger

Eisenberger

Perceived Organization Support ,POS McMillin 1997

Eisenberger

Eisenberger

2006

Eisenberger

2

Motowidlo Van Scotter 1994

3

20

Mitchell 2001

Mitchell

1.
97.7%
0.8
56.88%
5
44.2%
44
55.8%
800
43
455

1.

1

3

1

2

AMOS20.0



1

① $\beta=0.589$ p
 0.001 $\beta=0.325$ p 0.001

$\beta=$

0.09 p=0.096 ②
 0.087

$0.589 \times 0.377 = 0.222$

0.325

$0.589 \times 0.279 = 0.164$ ③

2

H_{1a} H_{2a} H_{3a}

①

$\beta=0.536$ p 0.001 $\beta=$
 0.260 p 0.001 $\beta=0.289$ p 0.001

②

0.260

$0.536 \times 0.289 = 0.155$

0.289

$0.536 \times 0.316 = 0.169$ ③

2015 3

H_{1b} H_{2b} H_{3b}

3

①

$\beta=0.609$ p 0.001

0.130 p 0.05

$\beta=0.276$ p 0.001

②

0.130

$0.609 \times 0.349 = 0.213$

$0.609 \times 0.303 = 0.185$ ③

H_{3c}

1.

1

2006

/

2

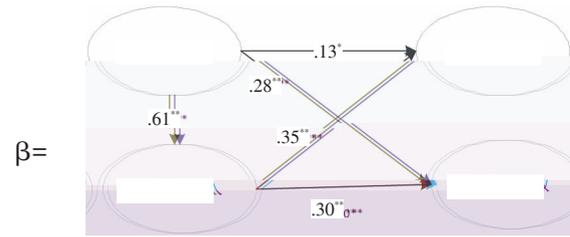
2014

2010

3

2

1



$\beta=$

3

0.276

H_{1c} H_{2c}

