

<b>題目</b>	組織社會化對農民工留任意願的影響研究—員工關係的中介效應
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<b>摘要</b>	本文通過對北京、上海、山東等 8 個省市的 396 位農民工進行問卷調查，探討組織社會化對農民工留任意願的影響，重點研究員工關係在其中所起到的中介效應。研究採用描述性統計分析、多元回歸分析、相關分析等方法，得出以下結論：組織社會化的四項構面，包括單位培訓、瞭解組織、同事支持和未來期待對員工關係都有顯著正向影響，員工關係對留任意願有顯著正向影響，員工關係對農民工組織社會化與留任意願之間的關係有部分中介效應。
<b>關鍵字</b>	農民工、組織社會化、留任意願、員工關係
<b>Title</b>	The Effects of Organization Socialization on Migrant Workers' Intent to Stay: the Mediating Effect of Employee Relations
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<b>Abstract</b>	The purpose of this paper was to explore the effects of organization socialization on migrant workers' intent to stay, especially the mediating effect of employee relations on them by 396 available data of migrant workers. Main conclusions have drawn as following: First, Four factors of organization socialization, including training, understanding of the organization, coworker support and future prospect, have significant impact on migrant workers' intent to stay. Second, employee relations have significant impact on their intent to stay. Third, employee relations have mediating effect on organization socialization and migrant workers' intent to stay.
<b>Key Words</b>	Migrant Workers, Organization Socialization, Intent to Stay, Employee Relations.