

題目	道不同不相為謀?知覺組織職涯管理、工作鑲嵌與離職傾向的關係－自我職涯管理的調節式中介模式
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摘要	在人才競爭的知識經濟社會，如何發展與留任優秀人才已是企業刻不容緩的重要任務，而留任員工的關鍵要素之一在於人才在企業中的職涯管理與未來發展性。本研究探究員工知覺組織職涯管理和自我職涯管理對工作鑲嵌與其離職傾向的交互作用，透過來自不同公司與產業的 297 名員工樣本，研究分析結果顯示員工知覺組織職涯管理會透過工作鑲嵌的完全中介效果，對員工的離職傾向有負向相關。其次，員工自我職涯管理會對知覺組織職涯管理與工作鑲嵌之間產生正向調節效果，當自我職涯管理的程度越高，正向的關係就會越強。此外，調節式中介效果分析結果顯示，當員工有較高的自我職涯管理時，知覺組織職涯管理透過工作鑲嵌而對員工離職傾向產生負向影響效果會強化，故具有調節式中介效果。最後，本研究結果之研究貢獻、實務意涵、研究限制及未來研究建議也在最後提出討論。
關鍵字	知覺組織職涯管理；工作鑲嵌；自我職涯管理；離職傾向
Title	The Study of the Relationship among Perceived Organizational Career Management, Job Embeddedness, and Turnover Intention – A Moderated Mediation Model
Author	Wen-Jen Lin, Pin-Ru Jiang, Ping-I Li, Mei-Tzu Huang
Abstract	The purpose of this study is to examine the joint and interactive effects of employee perceived organizational career management and career self-management on job embeddedness and turnover intention among 297 employees in various companies and industries. Regression analyses indicated that (1) perceived organizational career management was negatively related to turnover intention and was mediated by job embeddedness. Results also showed that (2) career self-management moderated the relationship between perceived organizational career management and job embeddedness such that this positive relationship was stronger when employees had a higher level of career self-management. Finally, (3) results of the moderated mediation analysis showed that for employees with higher level of career self-management, the indirect effect of perceived organizational career management on turnover intention through job embeddedness was stronger.
Keyword	Perceived Organizational Career Management; Job Embeddedness; Career Self-Management; Turnover Intention