

Relationship among job satisfaction and organizational commitment of nonprofit organization volunteers

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Abstract

In recent years, nonprofit organizations(NPOs) had dramatic growth, not just in number increasing and also major influence of society. There are more social function that had been rely on nonprofit organizations, that because environment had been change fast and government could not deal with those problem immediately. The major different between nonprofit and profit organizations is voluntary workers, organizations need involvement of volunteers. In NPOs, the volunteers work had no money rewards therefore their organizational commitment became a important issue of job satisfaction.

The aims of this research is to explore how the hospital voluntary human resource management affect the job satisfaction and the organization commitment of the volunteers, and to find out the best predictive factors of the management. The researcher cite the perspectives of the human resource management to explore how the aspect of organizational identity, work effort and retention commitment affect the job satisfaction of the volunteers, and how the demographic variables of the volunteers differ in the job satisfaction and the organization commitment.

In this research , the authors collected 10 hospitals sample of area hospitals in Taipei county , 220 copies completed and returned from 300 questionnaires in total sent out. Through different analysis , the authors found organizational identity, work effort and retention commitment of hospital volunteers had statistic significant of job satisfaction.

Keyword :

Nonprofit organization, organizational commitment , job satisfaction