

The Effect of the Traits of Responsibility Center and the Traits of Job on Organizational Effectiveness

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This study is to investigate how the traits of responsibility center and the traits of job affect organizational effectiveness, which is measured by the devotion of job and organization. The samples were twenty employees each from 15 five star Korean hotels. Total 300 questionnaires were distributed and 283 questionnaires were gathered. For statistical analysis, 276 were used. Factor analysis and multiple regression were used in order to confirm the developed hypothesis. First, in order to study how traits of responsibility center affects the job devotion, the multiple regression was performed. The result shows that the degree of decentralization, level of communication, and degree of formulation have a positive correlation with job devotion. This means that as the degree of decentralization, the level of communication and the degree of formulation increase, this causes the level of the job devotion to increase. Next, relationship between the trait of responsibility center and the organization devotion was studied. The result shows that only level of understanding has a positive relationship with the trait of responsibility center at the significant level. Third, the relationship between job traits and job devotion was studied. The findings indicate that job structure is the largest contributor to the job devotion. Also, job difficulty level and job mutual dependency are another contributors to the job devotion, but do not have as much of an impact as job structure. Lastly, we explored the relationship between job traits and the organization devotion was studied only job structure has a positive relationship with organization devotion at the significant level. This means that the higher the job structure is, the higher the organization devotion is.

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