

Commitment Based Human Resource Management Practice and Task Performance: The Mediation of Positive Psychological Capital and the Moderation of Authoritarian Leadership

You An Liu

National Changhua University of Education, Taiwan

Abstract:

Research has generally confirmed that there is a significant positive relationship between committed HRM practices and organizational performance (Boselie, Dietz, & Boon, 2005; Jiang, Lepak, Ju, & Baer, 2012), and that task performance at the individual level is the cornerstone of organizational performance (Jackson, Schuler, & Jiang, 2014). Although there is a large body of literature supporting the positive impact of committed HRM practices on organizational performance, there is a lack of in-depth exploration of how it affects task performance at the individual level and how authoritative leadership plays a moderating role in this relationship. Based on the social exchange theory, this study examines the relationship among committed human resource management practices, positive psychological capital and task performance, and examines the moderating effect of authoritative leadership, which is common in Eastern countries, in order to provide new insights and practical suggestions for the optimization of human resource management strategies.

This study is expected to collect data by convenience sampling method, using workers in various industries in Taiwan as the test subjects, and using statistical software to conduct relevant statistical analysis and hypothesis testing. The results of this study will not only fill in the gaps in the previous literature, but also provide business managers with the opportunity to increase employees' psychological capital through the training mechanism.

Keywords:

Commitment Based Human Resource Management Practice, Positive Psychological Capital, Task Performance, Authoritarian Leadership.