

1. A Study on the Influence of Manager's Labor-Management Strategy to the Effectiveness of an Organization

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The object of this study is to research and examine how labor management relationship strategy and its strategic variables influence on the outcome of an organization and its availability in the internal and external circumstances of enterprise and its interrelationship. Furthermore the executive's labor management relationship strategy will promote the availability of an organization and competitiveness of enterprise, of course, improvement of a nation's competitiveness, when internal and external circumstances of enterprise and its appropriateness is high.

In accordance with these view points, the purpose of this study is that it derives appropriate strategic element of labor management relationship over internal and external circumstances of enterprise. These strategic variables(Technology development, Training, Stable employment, outcome distribution, employee participation) will be a parameter variable, which will be interacted with attitude of employee and employer, and hospitality of labor management relationship.

Therefore, it was examined how the result of this output influences on organizational effectiveness(Duty satisfaction, Organization indulgence, Complication between labor and management, Growth, Profitability) as a perspective of a causal sequence.

In according to the purpose of above mentioned this study, the field investigation activity for positive analysis was executed as follows.

First : I executed an interview research for the responsible person in charge of relationship between the employee and employer through the visiting of industrial field for domestic manufacturing company and a question research to employee by mail.

Second : I searched the causal relations between each strategic unit variable(strategic between employee and employer of manager, organizational effectiveness with relationship between employee and employer), in base of the research result of industrial field for person in charge of the relationship between employee and employer.