

Leader-Member Exchange and Affective Commitment: The Moderating Role of Exchange Ideology

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Abstract : In today's rapidly changing and increasingly complex environment, organizations have relied on their members' positive attitude toward their employers. In particular, employees' organizational commitment (primarily, the effective component) has been recognized as an essential component of organizational functioning and success. Hence, identifying the determinants of effective commitment is one of the most important research issues. This study tested the influence of leader-member exchange (LMX) and exchange ideology on employee's effective commitment. In addition, the interactive effect of LMX and exchange ideology was examined. Data from 198 members of the Korean military supports each of the hypotheses. Lastly, implications for research and directions for future research are discussed.

Keywords : affective commitment, exchange ideology, leader-member exchange, commitment

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