The Study of Satisfaction about Employee Stock Ownership Plan

Abstract

Now the main reason why the enterprises in Taiwan enforce employee stock ownership plan is because of the Rule 267 in the Corporate Law. However, the companies actualizing the plan all give this a positive evaluation. If enterprises want to successfully put the employee stock ownership plan into force, they have to establish a complete system first. Among the researchers in the field of employee stock ownership plan, there is no one discussing about the predictive model of the enforcement effectiveness about employee stock ownership plan. Therefore, this research was designed to construct the predictive model concerning the effectiveness in employee stock ownership plan, using satisfaction of the employee stock ownership plan as the estimator.

Most companies believe that employee stock ownership plan will have positive effects on the raise of the productivity and the improvement of the labor relations. Therefore, this research will also discuss about the relation between the satisfaction of the employee stock ownership plan and the climate of the labor relation.