

Title	A Multivariate Test of the Job Characteristics Theory of Work Motivation
Author	Joseph E. Champoux
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Abstract	<p>This paper reports the results of a multivariate test of the Job Characteristics Theory of Work Motivation using data from employees of a state agency in the United States. A canonical correlation analysis was done first to determine whether there was a statistically significant multivariate relationship among the variables. A hierarchical multiple regression analysis was then done to test main effects and interactions. The results of the study were mostly supportive of predictions from the theory. The interactions with Growth Need Strength were different in form for low and high GNS people. The implications of the results for both the theory and job redesign practice are discussed.</p>