

## Abstract

The study of "Organization-based self-esteem: the mediating role of Achievement motivation, Leader-member exchange and Job satisfaction in Medical Representatives" is composed of 342 medical representatives in 19 companies of Pharmaceutical Research & Manufacturers Association (PReMA). Each sample is asked to complete a questionnaire, including 5 part measures of personal information, achievement motivation, leader-member exchange, organization-based self-esteem and job satisfaction. Statistics used in tests of hypothesis is Pearson's Correlation, Regression coefficient and Sobel's Z-test.

Achievement motivation as well as Leader-member exchange is positively related to Job satisfaction. In addition, Organization-based self-esteem is found to be partially mediated relationship between achievement motivation and job satisfaction. Focusing on 3 dimensions of achievement motivation: satisfaction in work itself, a sense of completion and a sense of competitiveness, Organization-based self-esteem partially mediates the relationship between satisfaction in work itself and job satisfaction. Nevertheless, There is no direct relationship between a sense of completion and a sense of competitiveness, and job satisfaction, but Organization-based self-esteem fully mediates the relationship between a sense of completion and a sense of competitiveness, and job satisfaction.

Finally, the results show that Organization-based self-esteem partially mediates the relationship between leader-member exchange and job satisfaction. Focusing on 4 dimensions of leader-member exchange: affect, loyalty, contribution and professional respect, Organization-based self-esteem partially mediates the relationship between affect, contribution and professional respect, and job satisfaction. There is no direct relationship between loyalty and job satisfaction, but Organization-based self-esteem fully mediates the relationship between loyalty and job satisfaction.