

Abstract

Abstract of thesis entitled:

Mentoring was likened as a kind of prosocial behavior done by the mentor, aiming at helping the mentee by providing a variety of developmental functions.

Following the logic of the empathic-joy hypothesis, it was predicted that the mentor's intentions and his/her perceived feedback on results of his/her mentoring would interact to affect the mentee's perception of the amount of mentoring functions received, and the latter would in turn affect the mentee's job satisfaction and organizational commitment.

One hundred and four male and female workers from mainland China, with the age ranged between 18 to 55, participated in the survey. While correlational analyses showed that other-focused/altruistic mentor's intentions and more positive feedback on results were related to higher mentoring functions, hierarchical regression analyses did not provide evidence to support the empathic-joy conceptual model. An MANCOVA/ MANOVA analysis was done and it offered some support to the claim that mentoring functions might affect job satisfaction and organizational commitment. The effect of psychosocial function on job satisfaction was particularly strong. In general, our findings partially supported our initial model and encouraged more endeavours in ferreting out the relationships between the variables. Suggestions for further research and limitations of the present study were discussed in details.

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