How Does Bureaucracy Impact Creativity of Team Member?

劉佳昆、童惠玲

E-mail: 365041@mail.dyu.edu.tw

ABSTRACT

Extending previous research in identifying team influences stimulating creative expression of individual differences in goal orientation, the present study in public service examined whether learning and proving goal orientation correlated positively with team member creativity, whether avoiding goal orientation correlated negatively with team member creativity, and whether centralization and formalization moderated the relationship of goal orientation and creativity. Data were collected from 135 employees in 55 teams at immigration agency in middle Taiwan. Results indicated learning and proving goal orientation of team member, respectively, was positively related with their creativity; avoiding goal orientation of group member was negatively related with their creativity. HLM results indicated learning and proving goal orientations had, respectively, stronger positive relationships with creativity under low centralization. A avoiding goal orientation was weaker negative related to creativity under high centralization.

Keywords : Goal orientation, Creativity, Centralization, Formalization

Table of Contents

目錄

中文摘要 .................................................. I
英文摘要 .................................................. Ⅱ
誌謝 .................................................. Ⅲ
目錄 .................................................. Ⅴ
表目次 .............................................. Ⅶ
圖目次 .............................................. Ⅷ
第一章 緒論 ..................................... 1

第二章 文獻探討 .................................... 7

第三章 研究方法 .................................... 26

第四章 統計分析與結果 ................................ 37

第五章 結論與建議 ................................... 64

參考文獻 ......................................... 72

一、中文部分

二、英文部分

研究問卷 .......................................... 84

目錄

中文摘要 .................................................. I
英文摘要 .................................................. Ⅱ
誌謝 .................................................. Ⅲ
目錄 .................................................. Ⅴ
表目次 .............................................. Ⅶ
圖目次 .............................................. Ⅷ
第一章 緒論 ..................................... 1

第二章 文獻探討 .................................... 7

第三章 研究方法 .................................... 26

第四章 統計分析與結果 ................................ 37

第五章 結論與建議 ................................... 64

參考文獻 ......................................... 72

一、中文部分

二、英文部分

研究問卷 .......................................... 84