

# 工作/家庭衝突與創業動機：以職業承諾為調節效果

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## 摘要

近年來，爆發了全球性的金融風暴，導致企業以無薪假與裁員的做法來渡過經濟的不景氣，隨著裁員潮頻傳，讓許多上班族興起了自行創業的想法。因此，本研究旨在探討職業承諾是否可以調節員工的工作/家庭衝突與創業動機的關係。本研究採問卷調查的方式進行，以企業(製造業、醫療業與金融業)之員工為郵寄問卷之對象。本研究共發出300份問卷，回收有效問卷258份，有效樣本回收率為86%。研究結果顯示：(1)工作家庭衝突對創業動機有正面的影響(2)職業承諾對工作家庭衝突與創業動機間具有調節作用。本研究之主要貢獻在於證明了職業承諾對工作家庭衝突與創業動機間有顯著之調節效

關鍵詞：工作家庭衝突、職業承諾、創業動機

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