

人員人格特質、組織承諾、知識分享認知與工作表現認知關聯性之研究

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摘要

本研究採用問卷調查蒐集研究資料，根據實證瞭解審計人員人格特質、組織承諾、知識分享認知與工作表現認知間的關聯性。實證結果發現。1.審計人員人格特質中屬盡責性、外向性，其對知識分享環境認知及知識分享效益認知皆呈顯著的正相關，而開放性的人格特質僅對知識分享效益認知呈顯著正相關。2.審計人員人格特質中屬神經質者，其對工作表現認知呈顯著負相關，屬盡責性的人格特質，其對工作表現認知呈顯著正相關。3.審計人員中屬神經質與組織承諾呈顯著正相關，盡責性與外向性則與組織承諾呈顯著正相關。4.審計人員中，知識分享認知與組織承諾呈顯著正相關。5.審計人員的知識分享效益認知對工作表現認知呈顯著正相關。

關鍵詞：人格特質、組織承諾、知識分享、工作表現

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