

A Model of Work Role Performance across Levels: The Importance of Openness to Change and Role Breadth Self - Efficacy

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ABSTRACT

The purpose of this study is to examine the relationships of different work role for employee and supervisor. Simultaneously, viewing the impact of role clarity, openness to change, role breadth self-efficacy and team support on different work role. We use questionnaire method to collect data from Chunghwa Telecom and government. Issue formal questionnaires 360, including 38 invalid questionnaires, 193 valid questionnaires. According to hierarchical regression analysis, we found the following results: (1) Supervisor ratings and Self-ratings of work performance was positively related. (2) role clarity has a positive impact on Individual task proficiency. (3) Openness to change has a positive impact on Individual task adaptivity and Team member adaptivity. (4) Role breadth self-efficacy has a positive impact on Individual task proactivity and Team member proactivity. (5) Team support has a positive impact on Team member proficiency, Team member adaptivity and Team member proactivity.

Keywords : work role performance、role clarity、openness to change、role breadth self-efficacy、team support

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