

知覺組織支持與員工工作結果-權力距離之調節效果

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摘要

本研究探討知覺組織支持與員工工作成果（組織承諾、角色內任務績效、以及角色外組織公民行為）三種主效果的關聯性，並檢驗權力距離是否為知覺組織支持與員工工作成果的邊界條件。以服務業與製造業135對主管部屬配對資料樣本，同時採用多重資料來源跨期研究法，分別在三個不同時間點予以測量。研究發現知覺組織支持與員工工作成果具正相關，權力距離改變了知覺組織支持對工作成果的關係。權力距離調節知覺組織支持分別對組織承諾與任務績效之間的關係，這種關係在低權力距離呈現較強烈，從實務觀點而言，企業可採取相關具體措施來提升員工知覺的組織支持，以提高個人任務績效與組織承諾的員工產出表現。

關鍵詞：知覺組織支持、組織承諾、組織公民行為、任務績效、權力距離

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