

正負面情緒、員工創新能力與領導部屬交換關係之研究

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摘要

員工創新能力漸為企業的核心資源。過去文獻探討員工創新能力之影響因素都較少著墨於員工之情緒。且領導部屬交換關係提到，團隊整體認知的內外團體知覺影響著成員的態度。因此本研究針對創新研究較少探討的領域，且以領導部屬交換關係為中介效果，探討其在正負向情緒與員工創新能力之關係。本研究以中國高科技產業之員工為研究對象。475份有效問卷回收樣本進行統計分析，探討員工之正負向情緒對員工創新能力之影響以員工認知之領導部屬交換為中介效果。結果本研究發現，領導部屬交換關係為中介效果在員工正向情緒對員工創新能力之影響中呈現部份中介效果；而領導部屬交換關係為中介效果在員工負向情緒對員工創新能力之影響中呈現完全中介效果。但依據本研究之驗證，員工負向情緒對員工創新能力之影響為不顯著。因此本研究中發現員工負向情緒並不會直接影響員工的創新能力。

關鍵詞：正負向情緒、領導部屬交換關係、員工創新能力

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