

玩興特質對工作活力影響之研究

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摘要

高科技產業員工由於工作型態採責任制，為達成上司交辦任務與應付客戶要求，因此經常超時工作，造成員工工作倦怠，欠缺工作活力，所以對高科技產業員工來說，工作活力顯得非常重要。本研究目的是探討不同的人口統計變項對員工玩興特質和工作活力的差異，並了解員工玩興特質與工作活力之間的關聯性。本研究對象為台灣高科技產業公司之員工，針對新竹科學工業園區內數家公司的員工進行問卷調查，總共發出600份問卷，有效回收問卷316份，有效回收率52.7%。本研究實證結果發現，不同的人口統計變項在員工玩興特質和工作活力上都有顯著差異；玩興特質對工作活力有顯著正向影響，其中以「樂於創造、解決問題」構面具有最高的預測力；玩興特質可以預測工作活力的三個構面——「身體強健」、「認知活躍」和「情緒能量」，其中對「情緒能量」的預測力較高。根據本研究結果，建議高科技產業可提供休閒運動場所，喚醒及提升員工的玩興特質；重視員工玩興特質，營造有玩興的工作環境，提高工作活力；針對不同部門的需求，甄選具有玩興特質的員工，提升工作績效。

關鍵詞：高科技產業、玩興特質、工作活力

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