

工作活力對員工工作產出影響之研究

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摘要

在台灣產業中，高科技產業因產值極高，占有舉足輕重的地位，然而以代工為主的台灣高科技產業，不僅講求效率與績效，加上複雜性高、競爭激烈等產業特性，使得員工經常超時工作，過勞死的例子時有耳聞。也因為長時間工作導致工作興致疲乏，所以員工普遍存在工作倦怠，因此工作活力就顯得相當重要。本研究目的是探討工作活力對員工工作產出(工作滿意度、工作績效與組織承諾)之影響。本研究抽樣母體為台灣高科技產業公司之員工，針對新竹科學園區數家公司員工做為抽樣對象。實際調查時，問卷請數家公司人力資源部門主管協助發放。總共發放600份問卷，回收342份，去除填答不完整之無效問卷26份，有效問卷為316份，問卷回收率52.7%。本研究實證結果發現工作活力對工作滿意度、工作績效與組織承諾皆有顯著正向影響，其中工作活力中的身體強健對工作滿意度與工作績效有顯著正向影響，情緒能量對工作績效與組織承諾有顯著正向影響。根據本研究結果，建議高科技產業公司定期舉辦運動體育活動、鼓勵員工組成運動團隊、提供運動場所、定期舉辦員工旅遊與聚餐、定期舉辦教育訓練、提供足夠的福利措施、讓專業心理醫師在公司內駐診、控管員工加班時數，藉此增加員工工作活力，進而提高工作產出。

關鍵詞：組織承諾、工作滿意度、工作績效、工作活力

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