

# 工作投入建構

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## 摘要

本研究目的為檢視從事立即性任務時的員工，其知覺組織支持是否透過工作投入、工作涉入、工作滿意、內在動機，分別影響任務績效與組織公民行為。本研究以護理人員為研究對象，共針對五家醫院發出主管及護理人員兩種問卷，共回收147組主管與護理人員配對問卷，以主管與所屬員工配對評估員工的行為(主管評量員工的任務績效與組織公民行為，員工自評知覺組織支持、工作投入、工作涉入、工作滿意與內在動機)，以兩種來源進行量測，以降低相同來源變異的可能性。研究模型採迴歸分析並用驗證分析法加以評估，結果顯示：(1)護理人員知覺組織支持對任務績效有顯著負向影響；(2)護理人員知覺組織支持對組織公民行為有顯著負向影響；(3)工作投入、工作涉入、工作滿意與內在動機分別對知覺組織支持與任務績效有部份中介效果；(4)工作投入、工作滿意與內在動機分別對知覺組織支持與組織公民行為有部份中介效果；(5)工作涉入對知覺組織支持與組織公民行為不具中介效果。

關鍵詞：知覺組織支持、工作投入、任務績效、組織公民行為

## 目錄

中文摘要 i 英文摘要 ii 致謝辭 iii 目錄 iv 表目錄 vi 圖目錄 vii 第一章 緒論 1 第一節 研究動機 1 第二節 研究目的 2 第二章 文獻探討 3 第一節 知覺組織支持 3 第二節 任務績效 4 第三節 組織公民行為 4 第四節 工作投入之中介效果 5 第五節 工作涉入之中介效果 6 第六節 工作滿意之中介效果 7 第七節 內在動機之中介效果 8 第三章 研究方法 10 第一節 研究架構 10 第二節 研究假設 10 第三節 研究對象與抽樣程序 11 第四節 研究變項之衡量 12 第五節 資料分析 15 第四章 統計分析與結果 16 第一節 描述性統計 16 第二節 信效度分析 20 第三節 整體模式衡量分析 26 第四節 相關分析 29 第五節 迴歸分析 31 第五章 結論與建議 37 第一節 研究結論 37 第二節 研究限制與未來研究建議 38 參考文獻 40 附錄A 主管問卷 46 附錄B 護理人員問卷 48

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