

員工職場友誼與員工社會化關係之研究 = A Study of the Relationship between Employee Workplace Friendship and Employee Soci

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摘要

本研究在探討員工職場友誼與組織社會化之關係，以職場友誼為自變項，以組織社會化為依變項。

本研究採用問卷調查法，受測對象均為電子科技業員工。總共發放450份問卷，回收346份，有效問卷總計302份，有效回收率為67.1%，資料收集後進行實證研究，統計分析後發現：第一：員工職場友誼正向影響組織社會化。第二：員工職場友誼正向影響組織社會化之歷史構面、語言構面、政治構面、人員構面、組織目標與價值觀構面和工作熟練度構面。最後管理意涵與未來建議在結論中討論，以提供學術與實務界參考。

關鍵詞：職場友誼、組織社會化

目錄

內容目錄

中文摘要	iii
英文摘要	iv
致謝辭	v
內容目錄	vi
表目錄	viii
圖目錄	ix
第一章 緒論	1
第一節 研究背景與動機	1
第二節 研究問題與目的	4
第二章 文獻探討與研究假說	5
第一節 職場友誼	5
第二節 組織社會化	9
第三節 影響組織社會化其他變項	13
第四節 研究假說	14
第三章 研究方法	16
第一節 研究架構	16
第二節 操作性定義與衡量工具	17
第三節 樣本與資料蒐集	24
第四節 資料處理與統計方法	24
第四章 資料分析	27
第一節 敘述性統計	27
第二節 信度與效度分析	35
第三節 相關分析	43
第四節 迴歸分析	45
第五章 結論與建議	53
第一節 研究結論	53
第二節 管理實務意涵	55
第三節 研究限制與建議	55
參考文獻	58
附錄 研究問卷	67
表目錄	
表 3-1 職場友誼量表	17
表 3-2 組織社會量表	19

表 3-3 師徒功能量表	23
表 4-1 基本資料之敘述性統計表	28
表 4-2 職場友誼構面之敘述性統計表	29
表 4-3 組織社會化構面之敘述性統計表	31
表 4-4 師徒關係功能構面之敘述性統計表	34
表 4-5 職場友誼之信度分析結果	35
表 4-6 組織社會化之信度分析結果	36
表 4-7 師徒關係功能之信度分析結果	38
表 4-8 職場友誼之效度分析結果	40
表 4-9 組織社會化之效度分析結果	41
表 4-10 師徒關係功能效度分析結果	43
表 4-11 相關係數分析表	44
表 4-12 職場友誼與組織社會化關係之層級迴歸分析	46
表 4-13 職場友誼與歷史構面關係之層級迴歸分析	47
表 4-14 職場友誼與語言構面關係之層級迴歸分析	48
表 4-15 職場友誼與政治構面關係之層級迴歸分析	49
表 4-16 職場友誼與人員構面關係之層級迴歸分析	50
表 4-17 職場友誼與組織目標與價值觀構面關係之層級迴歸分析	51
表 4-18 職場友誼與工作熟悉度構面關係之層級迴歸分析	52
圖 目錄	
圖 3-1 員工職場友誼與組織社會化研究架構圖	16

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- 一、中文部分:吳美連、蔡明洋、張振傑與莊文隆(2007)。師徒功能對組織社會化之研究—以志願役軍官為例。人力資源管理學報, 7, 71-92。李培銘(2005), 職場友誼與工作投入關係之研究, 私立中國文化大學國際企業管理研究所為出版之博士論文。林尚平與郭美鳳(1998)。壽險業新進人員之資訊搜尋行為及組織社會化歷程之關連性研究。人力資源學報, 10, 106-121。林彩梅與嚴文位(2007)。領導型態與職場友誼關係之研究。多國籍企業管理評論, 1, 1-14。溫金豐(2001)。新進管理碩士的組織調適、組織社會化實務、工作經驗及成長需求強度的效應。人力資源管理學報, 1, 39-56。謝安田(1998), 企業研究方法論, 台北:著者發行。
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