

授權領導與醫療團隊工作結果之關係 = The relationship of empowering leadership and work outcomes of medical team : 知識分

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摘要

本研究闡釋醫療服務產業中授權領導與心理賦權理論的效度授權領導經由心理賦權被用來檢視對知識分享、組織承諾與團隊工作結果之間的關係。本研究以教學醫院之醫療團隊作為研究對象，同時採用多重資料來源研究法（團隊成員評量授權領導、心理賦權、知識分享與組織承諾，而團隊主管評量員工的任務績效與組織公民行為）分別予以測量，來檢驗知識分享與組織承諾分別在心理賦權和團隊工作結果關係的中介效果。針對研究發現，(1)組織承諾對心理賦權與工作結果有中介效果；(2)知識分享對心理賦權與任務績效有中介效果；(3)知識分享對心理賦權與組織公民行為無中介效果。本研究就學術與實務兩方面將提出研究建議。

關鍵詞：授權領導、知識分享、心理賦權、組織承諾、任務績效、組織公民行為

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