

The relationship of empowering leadership and work outcomes of medical team : 知識分享與組織承諾之中介效果 / 賴家文 撰 .

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ABSTRACT

The validity for theory of empowering leadership and psychological empowerment within the medical service industry was addressed in the present study. The relationships of empowering leadership through psychological empowerment were considered to assess whether they uniquely affect knowledge sharing, organizational commitment and team work outcomes. Drawing on a team unit sample was from teaching hospitals. In this study, constructs with different sources (e.g., team members rated their perceived empowering leadership, psychological empowerment, knowledge sharing and organizational commitment, while team leaders rated their members' task performance and organizational citizenship behavior) in order to reduce the possibility of same source bias was measured. The mediating effects of knowledge sharing and organizational commitment, respectively, on the relationship between psychological empowerment and work outcomes (in-role task performance and on extra-role organizational citizenship behavior) were examined. Results showed that (1) organizational commitment has the mediating effects on the relationship between psychological empowerment and work outcomes (task performance and organizational citizenship behavior); (2) knowledge sharing has the mediating effect on the relationship between psychological empowerment and task performance; (3) knowledge sharing has no mediating effect on the relationship between psychological empowerment and organizational citizenship behavior. Based on the findings, some suggestions for academic and practical fields will be offered.

Keywords : Empowering Leadership、 Knowledge Sharing、 Psycholo-Gical Empowerment、 Organizational Commitment、 Task Performance、 Organizational Citizenship Behavior

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