

組織競爭與工作績效之關係-兼論創新能力之干擾效果

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摘要

在無論如何的競爭環境下，提升個人工作績效是最重要的，故工作績效不但是為組織行為研究的重要議題，組織競爭與員工的工作績效亦息息相關，員工工作績效的表現，不但直接影響組織競爭能力而影響其獲利的成長。組織競爭對員工之工作績效的影響屬正面或負面影響，應該會受到不同的情境影響所致，尚待更進一步的研究來做釐清。故引起本研究探討之緣由，即組織競爭對員工之工作績效的影響為何，為本研究之主要研究問題及動機。本研究導入創新能力的干擾，來探討組織成員如何由創新能力對工作績效產生影響並將角色模糊及組織自重程度作為本研究之控制變數納入進行分析探討。問卷於100年3月完成發放，共計發出330份有效問卷。研究結果說明如下：1.組織競爭對工作績效間造成影響。2.組織競爭與工作績效間關係並不會受創新能力所干擾。3.角色模糊及組織自重程度作為發現後，創新能力不會影響組織競爭跟工作績效的關係。

關鍵詞：組織競爭、工作績效、創新能力、角色模糊、組織自重程度

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