

# Performance-also on the Moderating Effect of Innovation Capability

許祐銘、謝茵如

E-mail: 360558@mail.dyu.edu.tw

## ABSTRACT

In any case the competitive environment, enhance their job performance is the most important, so performance is not, but for the organizational behavior of the important issues, the organization of competition and performance of employees is also closely related to employee work performance, is not it a direct impact on organizations Affect the competitiveness of its profit growth. Group competition on the job performance of employees to be positive or negative effect, should be subject to different contexts result of the influence to do further research remains to be clarified. Therefore, the reason for the attention of the study, the organization of competition on the job performance of employees are, the main research questions this study and motivation. In this research, the interference of innovation, the future members discussed how innovation capability through an impact on job performance and level of role ambiguity and organizational self-respect as the study of the control variables into the analysis. Questionnaires have been completed n March, 2010, a total of 330 valid questionnaires were issued. Results were as follows: 1. Group competition impact on job performance. 2. Group competition and the relationship between job performance and innovation capability will not be affected by the interference. 3. Role ambiguity and Organization based self-esteem as control variables, the innovation capacity will not affect the group competition relationship with job performance.

Keywords : group competition, job performance, innovation capacity, role ambiguity, Organization based self-esteem

## Table of Contents

封面內頁 簽名頁 中文摘要.....	i	英文摘要.....	i
.....ii 誌謝辭.....	ii	.....iii 目錄.....	iii
.....iv 圖目錄.....	iv	.....vi 表目錄.....	vi
.....vii 第一章 緒論 第一節 研究背景與動機.....	1	第二節 研究目的.....	5
.....5 第三節 研究流程.....	5	第四節 論文結構.....	7
.....7 第二章 文獻探討 第一節 組織競爭.....	8	第二節 工作績效.....	16
.....16 第三節 創新能力.....	26	第四節 角色模糊.....	48
.....48 第五節 組織自動程度.....	53	第六節 研究假設.....	55
.....55 第三章 研究方法 第一節 研究架構.....	59	第二節 研究變項之衡量工具.....	60
.....60 第三節 資料分析方法.....	62	第四節 樣本與資料蒐集.....	64
.....64 第五節 研究問卷信效度分析.....	64	第四章 研究結果分析 第一節 敘述性統計分析.....	78
.....78 第二節 皮爾森積差相關分析.....	81	第三節 簡單迴歸分析.....	82
.....82 第四節 階層迴歸分析.....	82	第五章 結論與建議 第一節 研究結果討論.....	86
.....86 第二節 研究限制.....	90	第三節 實務及未來研究的建議.....	92
.....92 附錄 正式問卷.....	122		

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一、中文部分 王鴻柏 (2001)。網路關係、企業文化、激勵策略與產品創新績效關係之研究。國立中正大學企業管理研究所碩士論文。余德成 (1996)。品質管理人性面系統因素對工作績效之影響。國立中山大學企業管理研究所博士論文。余慶華 (2000)。消費金融從業人員之工作投入、工作滿足、薪酬福利與工作績效之相關性研究-以高雄地區銀行為例。中山大學企業管理研究所碩士論文。吳姍瑾 (2004)。企業文化、組織政治知覺和激勵因素對學習型組織、專業承諾與員工工作績效之關聯性研究—以高雄港務局為例。南華大學管理科學研究所碩士論文。吳思華 (1998)。知識流通對產業創新的影響。第七屆產業管理研討會論文集。吳振昌 (2001)。預期組織變革不確定感對員工工作反應影響之研究。國防管理學院資源管理研究所碩士論文。吳濟民 (2007)。組織學習與智慧資本對創新績效之影響。國立中正大學企業管理研究所博士論文。呂星蕙 (2001)。高科技產業新人類福利知覺與績效之關聯性研究—以工作價值觀為干擾變項。靜宜大學企業管理學系碩士論文。呂鴻德 (1992)。技術策略、功能互動與產品創新績效關係之研究-資訊電子業成長階段之模式。國立台灣大學商管研究所博士論文。李元墩、藍俊偉、陳清耀 (1999)。企業白領員工生產力衡量之研究 - 以台灣

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