

# 目標導向與創新性：集權化與組織公平之干擾效果

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## 摘要

公共服務中，公所員工是否能在為民服務的工作時展現出創新性行為，影響民眾感受甚鉅。本研究旨在檢視公所部門成員的目標導向與創新性行為的關係，同時檢視工作層次集權化及組織公平(包括分配公平、程序公平、互動公平)能否對目標導向與創新性行為產生調節效果。本研究之資料收集自彰化縣鄉鎮公所執行基層建設與社會福利等業務之256位成員隸屬於54組工作部門。迴歸分析結果顯示，部門成員的學習目標導向與證明目標導向分別正向影響創新性行為，部門成員的趨避目標導向負向影響創新性行為。又階層線性模式分析結果顯示，程序公平對證明目標導向與創新性行為關係具有調節效果，也就是說，當程序公平高時，證明目標導向強化對創新性行為的正向關係；而分配公平對趨避目標導向與創新性行為具有調節效果，也就是說，當分配公平高時，趨避目標導向則強化對創新性行為的負向關係。

關鍵詞：學習目標導向、證明目標導向、趨避目標導向、創新性、集權化、組織公平、干擾效果

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