

組織氣候對員工創造力之影響-以自我效能與員工幸福感為中介變數

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摘要

本研究旨在探討組織氣候、自我效能、員工幸福感及員工創造力之間的關係，並進一步驗證自我效能、員工幸福感對於組織氣候與員工創造力之中介效果。本研究以保險業正職人員為研究對象，透過立意抽樣收集資料，共發出問卷490份，收回有效問卷376份，有效問卷回收率為76.7%。結果顯示：(1)組織氣候與員工創造力關係不顯著；(2)組織氣候與自我效能有正向關係；(3)自我效能與員工創造力有正向關係(4)組織氣候與員工幸福感有正向關係；(5)員工幸福感與員工創造力有正向關係；(6)自我效能對組織氣候與員工創造力間具有中介效果；(7)員工幸福感對組織氣候與員工創造力間具有中介效果，並提出管理實務及建議。

關鍵詞：組織氣候、自我效能、員工幸福感、員工創造力

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