

組織政治知覺、社會資本與職場友誼關係之研究

陳欣怡、楊豐華、吳孟玲

E-mail: 369234@mail.dyu.edu.tw

摘要

摘要 本研究的研究目的在探討組織政治知覺、社會資本與職場友誼之間的關係。本研究針對某跨國企業在職員工進行問卷調查，有效問卷共計533份。資料分析方法主要透過皮爾森分析與迴歸分析來探討各變項因素間的關連性，彙整實證結果發現組織政治知覺與職場友誼有顯著的負相關；組織政治知覺與社會資本有顯著的負相關；社會資本與職場友誼有顯著的正相關；社會資本對組織政治知覺與職場友誼具有部分中介效果。彙整研究結果後，本研究建議受測公司應創造一個資源分配均衡的組織架構，建立明確的薪資、升遷制度及鼓勵員工分享工作相關的資訊，以達到公司與員工互惠互利的職場環境。

關鍵詞：組織政治知覺、社會資本、職場友誼

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