

# 魅力領導、情緒智力與組織公民行為關係之研究

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## 摘要

本研究主要探討魅力領導、情緒智力和組織公民行為之關係及驗證情緒智力所可能扮演的中介角色。本研究以魅力領導為自變項、組織公民行為為依變項、情緒智力為中介變項，探討其間關係，以釐清變項間關係，提供本領域理論意涵，及發掘在工作實務上有待改善或促進之處。本研究，採隨機抽樣發放問卷方式，共發出350份問卷，回收335份，有效問卷335份，占發放問卷之95.7%。實證結果顯示：1.魅力領導對組織公民行為有極顯著的影響；2.情緒智力對組織公民行為有極顯著的影響；3.情緒智力對組織公民行為有顯著影響；4.情緒智力在魅力領導與組織公民行為具有中介效果。本研究並於文中討論研究的發現、研究在理論上、實務上意涵、研究限制及對未來研究建議。

關鍵詞：情緒智力

## 目錄

中文摘要	iii	英文摘要	iii
iv 誌謝辭		vi 內容目錄	
vii 表目錄		ix 圖目錄	
xi 第一章 緒論	1	第一節 研究背景	1
第二節 研究問題和目的	3	第三節 研究流程	4
6 第一節 魅力領導	6	第二節 情緒智力	6
25 第三節 組織公民行為	25	第三章 研究方法	39
48 第一節 研究架構	48	第一節 研究假設	48
49 第三節 操作性定義、量表與衡量方式	51	第四節 問卷設計及抽樣方法	55
60 第四節 變項間之相關分析	60	第五節 變項間之迴歸分析	63
63 第一節 樣本及各變項之敘述性統計分析	63	第二節 問卷信度與效度分析	67
81 第四節 變項間之相關分析	81	第三節 個人屬性之變異數分析	81
101 第六節 情緒智力之中介效果分析	101	第五節 變項間之迴歸分析	91
107 第一節 研究結論	107	第六章 結論與建議	107
112 第三節 研究限制	112	第一節 研究結論	107
115 第四節 後續研究之建議	115	第二節 研究意涵	110
130 附錄一 預試問卷	130	第三節 研究限制	112
134 附錄二 正式問卷	134	第四節 後續研究之建議	113
		參考文獻	115
		附錄一 預試問卷	130
		附錄二 正式問卷	134
		附錄三 預試結果分析	138

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