

員工分紅對員工自我發展的影響

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摘要

員工分紅與員工的態度及員工自我發展之間的關係尚未能由現有文獻加以解釋，因此，本研究之目的在瞭解員工對員工分紅的認知與員工自我發展之間的關係。為了釐清其間的關係，本研究進而檢測工作投入與組織認同二個變數的中介效果。本研究以問卷調查方式收集資料，以有員工分紅之公司員工為研究對象。總共發出530份問卷，回收有效問卷455份，回收率為85.8%。將現有文獻中影響員工自我發展的顯著因素：性別、年齡、教育程度及工作年資當作控制變數，並以階層迴歸分析其間之影響關係，並對研究假設進行檢測。研究結果顯示：一、員工分紅與員工自我發展呈正相關。二、員工分紅與工作投入呈正相關；與組織認同亦呈正相關。三、工作投入與員工自我發展呈正相關；組織認同與員工自我發展呈正相關。四、工作投入對員工分紅與員工自我發展有部分中介效果；組織認同對員工分紅與員工自我發展存在部分中介的效果。五、員工分紅形式對員工分紅與員工自我發展存在顯著的干擾效果。最後根據本研究結果，提出理論與管理意涵之討論，並說明未來研究建議。

關鍵詞：員工分紅、員工自我發展、工作投入、組織認同

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