

職場友誼、組織公民行為及工作績效之研究：以臺中市政府公務人員為例

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摘要

本研究以臺中市政府所屬公務人員為研究對象，探討職場友誼、組織公民行為及工作績效關係。經三階段資料蒐集，共計回收員工及主管有效問卷235份。實證分析得知職場友誼會促使組織公民行為展現；組織公民行為有助於工作績效提高。基此結論，作出研究討論與建議。

關鍵詞：職場友誼、組織公民行為、工作績效、共同方法變異

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