

A Study of the Relationship Among Leadership Style, Team Trust, and Team Performance- The Case of Extended Educational I

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ABSTRACT

The study mainly discusses the difference between leadership style, team trust and team performance in Taiwan and the area of overseas Chinese in USA as the case of extended education industry. In the study that used linear structure model for examination. The results show that leadership would have positive influence to the team trust and team performance. However, the team trust would also have positive influence to the team performance. By this way, we could conclude that team trust would be influence by leadership style and also would influence the team performance. It also to say, team trust was a moderate variable between leadership style and team performance. Besides, our research used MANOVA analysis to examine the difference between Taiwan and U.S.A on leadership style, team trust and team performance. It found that in leadership style, concerned leadership style and control leadership style would not have significantly different. It means there would not have significantly difference on this variable. However, in instructed leadership style, the U.S.A results were highly than Taiwan. However, on the sentimental trust examination testing, Taiwan would highly than U.S.A. That also means Taiwanese would more easily to form the trust through human interaction. As for the institute trust testing, U.S.A would highly than Taiwan, means American would more easily to get trust through work. Finally, as for the team performance side, Taiwan would highly than U.S.A. on task performance and cooperation satisfaction.

Keywords : leadership style ; team trust ; team performance

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