

員工上進心對訓練意願之影響 - 以國際化程度為干擾因子

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摘要

本研究主要探討上進心與訓練意願之關係，並檢視工作倦怠、領導者與部屬交換關係、及國際化程度之干擾效果。本研究以銀行從業人員為研究對象，共回收462份有效問卷，並以層級迴歸分析進行假說之驗證，主要之研究結果包括(1)上進心對訓練意願具正向影響。(2)工作倦怠愈高，上進心對訓練意願之影響會遞增。(3)領導者與部屬交換關係品質愈高，上進心對訓練意願之影響會遞減。(4)國際化程度愈高，上進心對訓練意願之影響會遞增。最後，本研究亦對管理意涵與未來之研究建議提出討論。

關鍵詞：上進心，訓練意願，工作倦怠，領導者與部屬交換關係，國際化程度

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