

轉型式領導、領導者部屬交換關係品質、工作滿意與組織公民行為之間關係之研究：以亞洲華人地區非營利組織為例

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摘要

本研究以聯勤所屬單位官兵為對象，探討轉型式領導、領導者部屬交換關係及工作滿意對組織公民行為的影響，同時檢驗領導者部屬交換關係在轉型式領導與組織公民行為中所發揮的中介效果，並進一步將工作滿意視為轉型式領導與組織公民行為的干擾變項，以瞭解各變項間的關係，並針對研究結果提出建議，作為管理上的參考。本研究採問卷發放方式收集資料，經SPSS 10.0統計軟體加以分析，其中包括T檢定、單因子變異數分析、Pearson相關分析及迴歸分析等方法檢驗後，研究結果發現：1.轉型式領導與組織公民行為各構面均呈正向影響。2.領導者部屬交換關係各構面對轉型式領導與組織公民行為之關係無中介效果。3.工作滿意對轉型式領導與組織公民行為之關係具干擾作用，其中利己性滿足對轉型式領導與組織公民行為之關係具干擾效果。「工具性」及「社會性」滿足則無干擾效果。

關鍵詞：轉型式領導；領導者部屬交換關係品質；工作滿意；組織公民行為

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