

領導行為、激勵因素、工作特性與創新績效之關聯性研究

林子新、王秦希康；邴傑民

E-mail: 9707890@mail.dyu.edu.tw

摘要

本研究旨在探討領導行為、激勵因素、工作特性與創新績效之間的關連性，以一般公民營事業機構員工為對象，發出750份問卷，回收有效問卷404份，並根據研究結果，提供企業作為未來研究的建議與省思的參考。在研究方法上以問卷調查法為主，藉由敘述性統計、t檢定、單因子變異數分析、典型相關及多元迴歸等方法作分析。本研究主要獲得的結論如下：一、不同的個人變項在領導行為、激勵因素、工作特性與創新績效上有部份顯著差異。二、領導行為、激勵因素、工作特性與創新績效之間，部份彼此有顯著正相關。三、激勵因素在領導行為對創新績效的影響過程中具有部份中介效果。四、工作特性與領導行為的交互作用對創新績效有部份干擾效果。五、工作特性與激勵因素的交互作用對創新績效有部份干擾效果。

關鍵詞：領導行為；激勵因素；工作特性；創新績效

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