

# Relationships among Leadership Behaviors, Motivation, Job Characteristics and Innovation Performance

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## ABSTRACT

The purposes of this research are examine the leadership behaviors, motivation, job characteristics and innovation performance. The subjects are the employees of the gen-eral publicly-owned and private enterprises; 750 questionnaires are released and the re-trieved valid ones are 404 copies. Some concrete suggestions were proposed based on the research results for the reference of Enterprise and administrative authorities in the further researches and discussions. This research was using the method of questionnaire survey together with various kind of statistic analysis and got the important discoveries are stated separately as follows: 1. The different individual variables to leadership behaviors, motivation, job characteristics and innovation performance come out a partly remarkable discrepancy. 2. Leadership behaviors, motivation, job characteristics and innovation performance reveals outstanding positive relation. 3. Motivation reveals mediator effect between leadership behaviors and innovation performance. 4. The interaction of job characteristics and leadership behaviors reveals interference effect of the part to the innovation performance. 5. The interaction of job characteristics and motivation reveals interference effect to the innovation performance.

Keywords : leadership behaviors ; motivation ; job characteristics ; innovation performance

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