

跨國電子業員工職場友誼與工作倦怠關係之研究

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摘要

本研究主要目的在探討跨國電子業員工的職場友誼與工作倦怠的關聯性，針對一家台商在大陸經營之電子企業的員工為對象，以問卷調查方式取得實證資料抽樣，研究結果顯示如下：

- 一、職場友誼對工作倦怠呈顯著負向影響。
- 二、職場友誼對降低專業效能呈顯著負向影響。

根據上述的研究結果，本研究對跨國企業的建議為：

- 一、建立管理機制，預防工作倦怠之發生。
- 二、鼓勵員工進行溝通。
- 三、管理者應經常關心員工需求，重視員工需求與個體差異性。
- 四、鼓勵職場友誼之建立。

關鍵詞：職場友誼、工作倦怠、跨國電子業

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