

職場友誼與工作績效間關係之研究：以工作投入為中介變項

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摘要

本研究在探討職場友誼與工作績效之關係，以職場友誼為自變數，以工作績效為依變數，以工作投入為中介變數。由於過去研究對於職場友誼與個人工作績效之關係探討尚有不清與不完整之處，因此，本研究加入工作投入作為中介變數，以期能更深入瞭解兩者之關係。

透過問卷調查，本研究發放400份，受測對象均為受雇的全職員工，根據工商及服務業普查的比例，製造業占四成，服務業佔六成，有效問卷總計350份，有效問卷回收率為87.5%，研究結果發現：第一：職場友誼顯著正向影響工作績效。第二：工作投入在職場友誼與工作績效間具部分中介效果，而職場友誼顯著正向影響工作投入，工作投入顯著正向影響工作績效。最後本研究提出建議，供學術界與實務界作為參考。

關鍵詞：職場友誼(workplace friendship)、工作績效(job performance)、工作投入(job involvement)

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