

The Relationship between Workplace Friendship and Job Performance: The Mediating Effects of Job Involvement

葉金鷹、林英顏

E-mail: 9805503@mail.dyu.edu.tw

ABSTRACT

Both workplace friendship and job performance are important factors of an organization. The purpose of this study was to verify the relationship between workplace friendship and job performance. The main hypothesis was that workplace friendship influenced job performance. It was also hypothesized that the relationship between workplace friendship and job involvement was mediated by job involvement. Data was collected through questionnaire survey from the 350 valid samples of the full time employees in Taiwan. The results of this study showed that workplace friendship was significant prediction of job performance, and a positive relationship was established between these two variables. This study also found that the relationship between workplace friendship and job performance was partially mediated by job involvement in Taiwan. Future study and practical implication of this study were also discussed.

Keywords : workplace friendship、 job performance、 job involvement

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