

員工績效與組織公民行為關係之研究 - 以資源分享為干擾變數

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摘要

本研究試圖探索員工績效是否會正向影響組織公民行為，而員工績效、組織公民行為、資源分享三者關係不清，三者相關研究甚少，因此本研究試圖探索三者之間的關係。企業中員工績效佳的員工，若能做出更多組織公民行為，將會為組織帶來更多的助益，愈優秀員工在組織中有助人或提後進的行為，對組織績效有正面影響。本研究以台灣地區企業員工為研究對象，以抽樣調查方式，共發出300份問卷，有效回收220份，並以t檢定、單因子變異數分析、Pearson相關分析及多層級迴歸分析進行資料分析。結果發現，員工績效與組織公民行為有正面顯著影響，而員工績效對個人性和組織性組織公民行為也有正面顯著影響，當把較多資源分享于員工績效較佳員工時，其組織公民行為也會有正面顯著影響。

關鍵詞：員工績效(job performance)，組織公民行為(organizational citizenship behavior)，個人性組織公民行為(organizational citizenship behavior individual)，組織性組織公民行為(organizational citizenship behavior organizational)，資源分享(resource sharing)

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