

賦權領導與團隊績效之關係：人力資本與社會資本之中介效果

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摘要

本研究採用McGrath(1984)所提出的IPO模式，以賦權領導為投入(input)變項，團隊績效(任務績效與創新績效)為產出(output)結果，人力資本與社會資本為影響投入與產出之間的過程(process)，探討三者之間的關係。此外，整合團隊知識管理架構，加以驗證人力資本與社會資本之中介效果。本研究針對國內知識密集服務業之基層工作單位進行問卷調查。總共發放692份問卷，120個工作單位，有效回收447份問卷，82個工作單位進行統計分析。研究實證結果發現：(1)賦權領導、人力資本與社會資本均對團隊績效具有顯著正向影響；(2)賦權領導對社會資本具有正向效果；(3)社會資本對賦權領導與團隊績效間具有顯著的中介效果。

關鍵詞：賦權領導、人力資本、社會資本、團隊績效、任務績效、創新績效

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