

# The Relationship Between Empowerment Leadership and Team Performance: The Mediating Effects of Human Capital and Social

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## ABSTRACT

This research is used to apply the IPO model proposed by McGrath (1984). For the relationship framework, four variables are discussed with empowerment leadership as input, team performance in terms of task performance and innovation performance as output, the influence of human capital and social capital in the process. In addition, the integration of team knowledge management is confirmed by the mediating effect of human capital and social capital, respectively. This research is conducted using a sample from 692 questionnaires and 120 work units for Knowledge Intensive Business Service with 447 effective data and 82 effective work unit data. Hierarchical Regression Model is used to test the hypotheses. The re-sults of the study are as follows: (1) Empowerment leadership, social capital, and hu-man capital, respectively, has significant positive impact on team performance. (2) Em-powerment leadership has a significant positive effect on social capital. (3) social capi-tal has mediating effect on empowerment leadership to team performance.

Keywords : empowerment leadership、 human capital、 social capital、 team performance、 task performance、 innovation performance

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