

彈性工時對工作績效影響之研究以工作-家庭平衡為中介變項

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摘要

越來越多的企業開始注意到彈性在人力資源管理與工作設計運用的重要性。因此，本研究旨在探討彈性工時是否可以透過員工的工作-家庭之平衡，進而提升其工作績效。本研究採問卷調查的方式進行，以公家機關與企業(金融保險業、科技業、製造業、服務業、旅遊業)的業務單位之員工為郵寄問卷之對象。本研究共發出400份問卷，回收有效問卷281份，有效樣本回收率為70.2%。研究結果顯示：(1)彈性工時對工作績效有正面的影響(2)彈性工時對工作-家庭平衡的關係並不顯著(3)工作-家庭平衡對於工作績效有正面的影響(4)工作-家庭平衡對於彈性工時與工作績效間不具有中介效果。本研究之主要貢獻在於證明了彈性工時與工作-家庭平衡對工作績效皆有顯著之影響，此可做為台灣企業思考提昇員工工作績效時的參考依據。

關鍵詞：彈性工時，工作-家庭平衡，工作績效

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