

探討員工心理彈性、組織氛圍與工作投入之研究

A STUDY IN EMPLOYEES' PSYCHOLOGICAL FLEXIBILITY, ORGANIZATIONAL CLIMATE, AND JOB INVOLVEMENT

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摘要

本研究目的為探討心理彈性、組織氛圍與工作投入之相關研究。研究方法採用問卷調查，樣本主要為各行業之在職員工為對象，使用「心理彈性」、「組織氛圍」及「工作投入」的量表作為此研究工具，並使用 SPSS 統計分析軟體進行統計分析。研究問卷共計發放 349 份，回收有效問卷為 310 份。研究結果發現：(一)心理彈性與工作投入有顯著相關(二)心理彈性與組織氛圍有顯著相關；(三)組織氛圍對工作投入有顯著相關；(四)組織氛圍透過心理彈性的中介效果，對工作投入具有顯著相關。

關鍵詞：心理彈性、組織氛圍、工作投入

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ABSTRACT

The purpose of this study is to explore the correlation between psychological flexibility, organizational climate and job involvement. The research tool of this study includes psychological resilience scale, organizational climate scale, and job involvement scale, SPSS was used for statistical analysis. A total of 349 questionnaires were distributed, and 310 valid questionnaires were recovered.

The results of the study found that: (1)psychological flexibility is positively associated with job involvement; (2)psychological flexibility is positively associated with organizational climate; (3)organizational climate is positively associated with job involvement; (4)organizational climate is a mediating effect between psychological flexibility and job involvement.

Keyword: Psychological Flexibility, Organizational Climate, Job Involvement