

國內 TFT-LCD 相關產業組織文化、領導型態

認知與組織政治知覺之相關研究

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摘要

本研究旨在瞭解國內 TFT-LCD 相關產業企業文化、領導型態認知與組織政治知覺之間的關係，並分析比較不同組織背景變項的研發人員在企業文化、領導型態認知、組織政治知覺的差異情形。為有效達成研究目的，本研究以國內 TFT-LCD 相關產業之上游及中游產業研發人員為母群進行叢集抽樣，總共發放 1671 份問卷，共計回收 481 份問卷，捨棄 27 份無效問卷，實得有效樣本 454 份，有效回收率為 27.17%，並以 t 考驗、單因子變異數分析、典型相關等統計方法，以考驗各項研究假設。所得之研究結果為：(1) 國內 TFT-LCD 相關產業不同組織背景變項的研發人員在企業文化呈部分顯著差異；在組織政治知覺、領導型態認知皆呈顯著差異。(2) 國內 TFT-LCD 相關產業企業文化與組織政治知覺呈正相關。(3) 國內 TFT-LCD 相關產業企業文化與領導型態認知呈正相關。(4) 國內 TFT-LCD 相關產業研發人員領導型態認知與組織政治知覺呈高相關。

關鍵字：TFT-LCD 相關產業；企業文化；組織政治知覺；領導型態認知

The Effect of Perceptions of Organizational Politics, Cognition of Leadership Styles for R&D Employees in TFT-LCD Related Industries in Taiwan

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Abstract

The main purpose of this research was to investigate the related of Perceptions of Organizational Politics and Leadership Styles on TFT-LCD industry in Taiwan. In addition, this study also investigates differences within background variables of R&D employees on Perceptions of Organizational Politics, Leadership Styles. In order to achieve the purpose of this research, this study were selected by the cluster sampling method from TFT-LCD industry companies in Taiwan. 1671 questionnaires were sent to the R&D employees of these companies. 481 questionnaires were returned. 454 useful questionnaires were remained after eliminating 27 incomplete responses. The valid responded rate was 27.17%. The Acquired data is analyzed by t-test, one-way ANOVA, canonical correlation analysis to exam each hypothesis of the research. To sum it up, the results of the research are as the following: (1) The R&D employees that are from different backgrounds were variable which brings about significant differences in Perceptions of Organizational Politics and Leadership Styles. (2) There was significant positive relationship between Leadership Styles and Perceptions of Organizational Politics for the R&D employees in TFT-LCD industry in Taiwan. (3) The R&D employees that are from different backgrounds, Organization variable and Leadership Styles which were the influence factor of Perceptions of Organizational Politics.

Key words: TFT-LCD related industry; Leadership style;
Perceptions of organizational politics