

## TFT-LCD 相關產業研發人員領導型態認知與 組織政治知覺相關之研究

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### 摘要

本研究旨在探討國內 TFT-LCD 相關產業研發人員領導型態認知與組織政治知覺之關係，分析比較不同個人背景變項與組織變項研發人員在組織政治知覺及領導型態認知之差異。本研究以國內 TFT-LCD 中、上游相關產業研發人員為母群體，進行叢集抽樣之問卷調查，發放 1671 份問卷，回收率為 27.17%，以 t 考驗、單因子變異數分析、典型相關及多元逐步迴歸等統計方法，考驗各研究假設。本研究結果為

- (1) 國內 TFT-LCD 相關產業不同個人背景變項與組織變項的研發人員在領導型態認知及組織政治知覺上呈部分顯著差異。
- (2) 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。
- (3) 國內 TFT-LCD 相關產業研發人員之不同個人背景變項、組織變項與領導型態認知為組織政治知覺的影響因素。

關鍵字：TFT-LCD 相關產業；領導型態認知；組織政治知覺

# **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