

衝刺型的團隊如何達陣成功-無話不說的建言效果

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摘要

This study is aimed to investigate the relationship between team proactive personality, team voice, and team performance. Since employees with an active attitude might be not good enough to fulfill employers' expectation now; it became important to adopt a new terminology as "proactive personality" in workplace recently developed from abroad. The survey samples of our study are mainly the students in Chihlee Institute of Technology, who worked on special projects in teams. We collected 307 team member sample questionnaires among 370 surveyed in total. Based on Rwg consistency check, all 195 valid individual samples are aggregated into 50 team samples. We analyzed our data with hierarchical regression, the results indicated: (1) high in team proactive personality results in higher team performance; (2) high in team proactive personality results in more team voices; (3) more team voices result in higher team performance; (4) team proactive personality's influence on team performance mediated by team voice. Generally speaking, this study provides practical suggestions for team management.

關鍵字：team proactive personality, team voice, team performance