

主管領導風格、組織氣氛與員工工作態度關係之研究-以中部某面板廠製造部為例

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摘要

The purpose of this study is to explore the manufacturing sector members of the unit leadership style, organizational climate and employee attitudes, using stratified random sampling conducted a questionnaire survey. Total of 200 questionnaires were issued, 152 recovered, 149 valid questionnaires, the effective rate of 74.5%. 1 marital status, position and level of education in leadership style, organizational climate, work attitude, there are significant differences in the cognitive. 2, at all levels of leadership style and organizational climate at all levels reached a significant positive correlation. 3 organizational climate at all levels and various levels of attitude, "communication blocking" and "identity commitments", "intrinsic satisfaction" and "extrinsic meet the" negative correlation; the division of labor ", the "reward system ", " interpersonal negative "and" retention commitment ", the rest are positively correlated. 4 All levels of leadership style and attitude at all levels reached a significant addition to the "hard commitment" "Division of labor", the "reward system" and "transformational leadership" attitude have significant predictive power.

關鍵字：leadership style、organizational climate、employee attitudes