

Influence of Leader-Member Relationship Quality on the Team Performance-  
Humor Styles as Moderator Variables

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Abstract

Humor plays crucial bridging role in the communication at workplace. Humorous leadership may not be the primary criterion for leaders at workplace to achieve business success but it is very important for building an effective team with high performance. Participants of this study were employees in Taiwan. The aim of this research is to explore moderating effect of leader' s humor styles on the relationship between leader-member relationship quality and team performance. Results showed that leader-member relationship quality has a significantly positive influence on team performance. As for the leader' s humor styles, affiliative humor also has significantly positive influence on team performance, whereas, self-defeating has a negative effect on team performance. In addition, affiliative humor could have a significantly positive effect on team performance as well as moderator positive effect on relationship between leader-member relationship quality and team performance. It helped to enhance team performance. The results may serve as suggestions for leaders when applying humor.

Keyword : Leader-Member Relationship Quality, Humor Styles, Team Performance.