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　　　　　突與社會賦閒關係之研究
校(院)所組別：中國文化大學商學院國際企業管理研究所
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研究生：唐丕勇　　　　　　　　　　　指導教授：楊濱燦
論文提要內容：

　　由於全球環境的劇烈變動並且愈來愈趨向複雜，組織中團隊的使用愈來愈常見，而社會賦閒此會導致團隊成員付出程度降低的現象便是一個值得探討的議題。本研究檢視了團隊內衝突對個人與群體適配和社會賦閒之關係的影響，並且證明假設：團隊內衝突之三構面對個人與群體適配四構面與社會賦閒之關係上有中介效果。針對 229 個團隊樣本之實證研究結果如下：

一、參與安全會透過關係衝突、任務衝突與程序衝突，對社會賦閒產生負向的間接影響效果；而實證結果顯示衝突之三構面皆有部分中介的效果。

二、支持創新會透過關係衝突、任務衝突與程序衝突，對社會賦閒產生負向的間接影響效果；而實證結果顯示關係衝突與程序衝突具有部分中介的效果，任務衝突則有完全中介的效果。

三、願景會透過關係衝突、任務衝突與程序衝突，對社會賦閒產生負向的間接影響效果；而實證結果顯示衝突之三構面皆有部分中介的效果。

四、任務導向會透過關係衝突、任務衝突與程序衝突，對社會賦閒產生負向的間接影響效果；而實證結果顯示衝突之三構面皆有部分中介的效果。

關鍵字：個人與群體適配(person-group fit)、團隊內衝突(intra-group conflict)、社會賦閒(social loafing)

Person-Group Fit, Intra-Group Conflict and Social
Loafing

Student: Pi-Yong Tang   Advisor: Prof. Bin-Tsann Yang

Chinese Culture University

A B S T R A C T

The complexity and turbulence of the global business environment have resulted in a move toward team-based organizations, and social loafing, the phenomenon that team members may decrease their effort, is worth to discuss. The study examined the influences of intra-group conflict on the relationships between person-group fit and social loafing, through verifying hypothesizes that all the dimensions of the intra-group conflict may have mediating effect on the relationships between the 4 dimensions of person-group fit and social loafing. Results from a sample of 229 teams shows below:

(1)Negative and indirect effects on social loafing result from participative safety through relationship conflict, task conflict and process conflict, which all conflicts played as partial mediating factors.

(2)Negative and indirect effects on social loafing result from support for innovation through relationship conflict, task conflict and process conflict, which relation and process conflict played as partial mediating factors, otherwise task conflict has full mediating effect.

(3)Negative and indirect effects on social loafing result from vision through relationship conflict, task conflict and process conflict, which all conflicts played as partial mediating factors.

(4)Negative and indirect effects on social loafing result from task orientation through relationship conflict, task conflict and process conflict, which all conflicts played as partial mediating factors.

Key Words: person-group fit, intra-group conflict, social loafing