

<b>題目</b>	賦權與社會賦閒效果之研究－以信任為中介變項
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<b>摘要</b>	由於上司賦權給部屬之目的，就是要適當激發部屬內在的動機以應用其所具備的豐富知識，讓部屬在所擔任的工作職務中具有實質的影響力；因此，在上司創造了賦權這樣的環境，部屬在心理上也認知到了之後，在團隊中執行工作的部屬是否會盡心盡力？便成了一項值得探討的課題。本研究主要之研究目的便在檢視員工賦權與社會賦閒效果間之關係型式，接著，輔以信任為中介變項，以進一步釐清研究變項間之關係。在研究對象上，本研究以 225 份大台北地區金控公司任職之全職員工與主管之配對問卷進行分析。研究結果顯示，員工在心理上所知覺到的賦權與社會賦閒效果間之直接關係並不顯著，但是賦權認知會透過員工對主管的信任而減少員工之社會賦閒效果。
<b>關鍵字</b>	賦權、信任、社會賦閒效果
<b>Title</b>	The Relationship between Psychological Empowerment and Social Loafing: The Intervening Effect of Trust
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<b>Abstract</b>	The purpose of empowerment was to stir up the motive of employees to apply their abundant knowledge to promote their performance. But whether employees will make an effort to carry out the work or not after they felt the atmosphere of empowerment then became an interesting research topic. The purpose of this study was to test the relationship between psychological empowerment and social loafing. Immediately after, trust was treated as an intervening variable to further clarify the relationship between the independent variable and the dependent variable. Two hundred and twenty-five matched questionnaires from full-time employees and their supervisors of domestic banks in Taipei were analyzed. Research results showed that the relationship between psychological empowerment and social loafing was not significant, but empowered employees will reduce the social loafing through trust.
<b>Key Words</b>	Psychological Empowerment, Trust, Social Loafing