

<b>題目</b>	團體性別組成對團體衝突與集體效能的影響—探討領導者性別的干擾作用
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<b>摘要</b>	本研究的目的是在探討性別組成對集體效能與團體衝突的影響，並且分析領導者性別對上述影響關係的干擾作用。分析所回收的 114 份有效團體問卷獲得以下研究發現：1. 「多數男性的追隨團體」之團體衝突顯著高於「多數女性的追隨團體」。2. 「多數女性的追隨團體」之集體效能顯著高於「多數男性的追隨團體」，此資料分析結果與本研究的推論相反，本研究推測此一結果是受到領導者性別的干擾而形成的現象。3. 「男性領導多數男性的追隨團體」之集體效能高於「女性領導多數男性的追隨團體」；「男性領導多數女性的追隨團體」與「女性領導多數女性的追隨團體」，其集體效能無差異。具體而言，女性領導以男性為主的團體，其集體效能會較低落。本研究針對研究發現討論實務上的意義。
<b>關鍵字</b>	性別組成、團體衝突、集體效
<b>Title</b>	The Effects of Group Gender Composition on Group Conflict and Collective Efficacy: Exploring the Moderation Effects of Leader's Gender
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<b>Abstract</b>	This study examined the effect of gender combination on the group conflict and collective efficacy. The sectors of public and civilian organizations were selected as target sample. From the 114 effective responses, we got three results: (1) The group conflict of male-dominated groups is bigger than that of the female-dominated ones. (2) The collective efficacy of female-dominated groups is better than that of the male-dominated one. The response analysis is contrast to the study's assumption. We concluded that this phenomenon is moderated by leader's gender. (3) The collective efficacy of a male-dominated group led by a male leader is higher than that of a male-dominated group led by a female leader. While, there is no efficacy difference between a female-dominated group led by a male leader and a female-dominated group by a female leader. Generally speaking, the collective efficacy of a male-dominated group led by a female leader is lower. This study empirically explains the above findings.
<b>Key Words</b>	Gender Combination, Group Conflict, Collective Efficacy