題目	個人工作績效之探討－整合任務科技配適模式與社會認知理論
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摘要	隨著越來越多的組織部署資訊科技，了解資訊科技對個人工作績效的影響已日形重要。過去的研究證實，好的任務科技配適模式有助於個人工作績效的提升。而近年的相關研究也指出，社會認知理論的電腦自我效能會影響任務科技配適度，也會影響個人工作績效。緣此，本研究目的在探討電腦自我效能、任務科技配適度與個人工作績效的關係。本研究收集來自於台灣財務、證券與金融業等 14 家公司的 109 個研究樣本。研究發現，雖然電腦自我效能對個人工作績效無直接影響，但其透過任務科技配適度間接的影響個人工作績效。另一方面，相較於任務特性與科技特性，個人電腦自我效能對任務科技配適度的影響最顯著。因此，企業導入資訊系統以協助任務執行時，除應考量任務面與科技面的因素外，尤應強化員工電腦自我效能，以利使用者、任務與科技彼此相互調適，進而提升個人工作績效。除此，未來研究宜考量其他個人因素，以深入了解個人工作績效的成因。
關鍵字	任務科技配適度、社會認知理論、電腦自我效能
Title	Exploring the Individual Performance－Integrating Task-Technology Fit Model with Social Cognitive Theory
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Abstract	With a growing amount of IT deployed in organizations, understanding its impact on performance has become a crucial issue. The well task-technology fit (TTF) has been found to facilitate individual performance. Recent studies further report that computer self-efficacy is also another important variable in explaining the formation of TTF and enhancing individual performance. This study therefore aims to explore the relationships among computer self-efficacy, TTF and individual performance. A total of 109 samples in 14 companies are collected from finance, securities, and insurance industries. The results confirm that, although personal computer self-efficacy does not directly affect his (her) performance, it indirectly influences individual performance via TTF. Compared with task characteristics and technology characteristics, personal computer self-efficacy has more power in explaining TTF. During information system implementation, practitioners should not only focus the impacts of task characteristics and technology characteristics on TTF, but also consider how to enhance employee' computer self-efficacy so as to foster TTF and thereby facilitate individual performance. Future research could include other personal variables to extent the TTF model to provide our affluent understanding of the formation of individual performance.
Key Words	Task-Technology Fit (TTF), Social Cognitive Theory, Computer Self-Efficacy