

題目	華人社會之下的歡樂職場及其應用
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摘要	隨著工作世代的更替，傳統的工作價值觀正面臨重大的衝擊與轉變，勤奮認真是一種美德，但對於年輕世代的工作者而言，並非是唯一的選項。寓樂於工作之中，顯然更能激發更多的內在動機與投入。因此，本研究探討了歡樂職場之新型概念，並以台灣與中國兩地的員工為樣本，調查其在華人社會中對於敬業精神與組織公民行為之影響。此外，本研究亦探討了個人-組織適配度對於上述研究變項的調節作用。研究結果顯示歡樂職場與員工感受的職場樂趣呈正相關；員工的職場樂趣感受與其組織公民行為和敬業精神呈正相關。本研究亦證實了員工的個人-組織適配度會調節其職場樂趣的感受與組織公民行為、敬業精神之間的關係。依據研究結果，本研究討論歡樂職場在華人社會的管理實務應用之意涵，並提出未來相關研究之建議。
關鍵字	歡樂職場、職場樂趣感受、敬業精神、組織公民行為、個人-組織適配度
Title	Workplace Fun and its Application in Chinese Societies
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Abstract	An increasing trend toward workplace fun has challenged age-old traditions and work ethics. Until now, diligence has been honored as a virtue. For example, conventional Chinese wisdom states that “Work is accomplished in diligence and neglected in play.” This study thus explored the emerging concept of workplace fun and investigated its effect on work engagement and organizational citizenship behavior in Chinese societies. Additionally, it explored the interplay between these variables and person–organization fit. The results showed that workplace fun was positively related to experienced fun. Experienced fun was positively related to organizational citizenship behaviors and work engagement among employees. The results also confirmed that person–organization fit moderated the relationship between experienced fun and organizational citizenship behavior as well as work engagement. Managerial implications and recommendations for future research are discussed.
Keyword	workplace fun, experienced fun, work engagement, organizational citizenship behaviors, person–organization fit