

題目	後疫情時代管理作為的挑戰-嚴控或鼓舞的猶豫
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摘要	本研究複合目標設定等理論觀點，萃取主動結構、動機促發、關注成果後疫情時代主管管理作為，檢視其作為是否會趨力部屬的成就目標，進而促進工作表現；並以領導者—成員交換關係與風險偏好理論檢視管理作為對不同部屬成就目標之差異影響。樣本為台灣企業 374 位工作者。結果顯示後疫情時代，主管的動機促發與關注成果對於部屬工作表現影響高過於主動結構，更能趨動部屬工作表現；主管管理作為對於趨力不同部屬成就目標的影響有差異。
關鍵字	目標動機與引導並濟領導模式、目標焦點型領導、成就目標導向、領導者—成員交換關係、風險追求/風險規避與內/外成員
Title	The Challenges of Management Actions in the Post-Epidemic Era - Hesitation to Strict or Encouragement
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Abstract	<p>This study integrates theoretical perspectives, including goal-focused leadership, path-goal, and goal-setting theories. Through factor analysis, three types of supervisor's management behaviors in the post-pandemic era were extracted: initiating structure, motivating employees, and focusing on outcomes. The study examines whether these supervisors' management behaviors influence the deployment of achievement goals among subordinates, including mastery approach, mastery avoidance, performance approach, and performance-avoidance goals, ultimately enhancing job performance. Additionally, the study employs leader-member exchange relationships and risk preference theory to differentiate subordinate attributes, including risk-oriented ingroup members and risk-averse outgroup members, to assess the differential impact of supervisor's management behaviors on the achievement goals of these two groups. The research sample comprises 374 employees from small and medium-sized enterprises (SMEs) in Taiwan.</p> <p>The research findings indicate that in the post-pandemic era, supervisors' motivation-promoting and outcome-focused behaviors have a more significant impact on subordinates' job performance than initiating structure, particularly among subordinates with mastery-approach goals. These behaviors are especially effective in motivating subordinates to enhance their job performance. Additionally, there are differential effects of the supervisor's management behaviors on the achievement goals of the two groups of subordinates.</p>
Keyword	Goal-motivation leadership, Goal-focused leadership, Members' achievement goals, Leader-member exchange, Risk/averse-oriented vs. In/out-group members