

領導者正念特質對員工工作投入之影響： 員工對領導者信任度的中介效果

Impact of Leader Mindfulness on Employee Engagement: The Mediating Effect of Trust in Leader

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摘要

對於實務界的業界人士或是學術界的學者和研究者而言，員工工作投入一直都是個重要且廣為討論的議題。雖然過去許多實證研究已經發現影響員工工作投入的許多重要因素，然而領導者正念特質這項因素是否也能影響員工工作投入還尚未被證實。因此，本研究目的在於研究領導者正念特質對於員工工作投入之影響，以及探索是否員工對領導者的信任度能中介此兩者變數之間的關係。本研究樣本來自 140 位越南服務業的全職員工，並採用階層回歸分析方法來驗證假設。研究結果顯示領導者正念特質和員工對領導者的信任度兩者皆與員工工作投入有正向關係，且員工對領導者的信任度對領導者正念特質及員工工作投入兩者之間的關係有部分中介的效果。

關鍵字：領導者正念特質、員工對領導者信任度、員工工作投入

ABSTRACT

Employee engagement has always been an important and widely discussed subject not only for business practitioners but also academic scholars and researchers. Even many prior studies have identified a number of important antecedents of employee engagement, whether leaders' mindfulness trait can affect employee engagement still remain unexplored. Therefore, the present study aims to examine the impact of leader mindfulness on employee engagement while also explore whether employees' trust in leader could mediate the relationship between these two factors. This study collected data from 140 service industry employees in Vietnam. Hierarchical regression was utilized to test the hypotheses. The results revealed that both leaders' mindfulness trait and employees' trust in leader were positively related to employee engagement, and that trust in leader had a partial mediating effect on the relationship between leader mindfulness and employee engagement.

Keywords: Leader mindfulness, Trust in leader, Employee engagement