

# 工作自我效能、工作投入之關係探討-跨文化適應之調節效果

## The Moderating Effect of Cross-cultural Adjustment on the Relationship Between Job Self-Efficacy and Job Involvement

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## 摘要

本研究探討個體面臨不同文化情境時，本身所具備的工作自我效能對工作投入之影響，同時探討跨文化適應在工作自我效能對工作投入間關係的調節效果。本研究以從事非技術性層級工作之外籍勞工作為研究範圍，採問卷調查法，並且採「立意抽樣」及「便利抽樣」，共針對 480 名菲律賓籍勞工進行問卷調查，實際回收 392 份問卷，剔除無效問卷之後，得到有效問卷 315 份，有效問卷回收率為 65.62%。研究結果顯示：(1)工作自我效能對工作投入具有顯著的正向影響；(2)跨文化適應對工作自我效能對工作投入具有顯著的正向調節效果。

**關鍵字：**工作自我效能、工作投入、跨文化適應

## ABSTRACT

This paper explores the relationship among job self-efficacy, job involvement, and cross-cultural adjustment. Specifically, we investigated the moderating effect of cross-cultural adjustment on the relationship between job self-efficacy and job involvement. The samples in this study consist of workers from Philippines. We distributed paper-based questionnaires through purposive and convenience sampling to 480 Philippine workers and 315 valid copies were returned (65.62% return rate). The major findings of this study were: (1) job self-efficacy had positive effect on job involvement, and (2) cross-cultural adjustment positively moderated the relationship between job self-efficacy and job involvement. In the end, discussion, limitations, suggestions to future study, and conclusions were made.

**Key words:** Job self-efficacy, Job involvement, Cross-cultural adjustment.