

「個人—組織」契合、敬業以及正向心理健康之縱時性研究

Exploring the Relationships among Person-organization Fit, Work Engagement and Positive Mental Health in a Longitudinal Study

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黃正雄^{*}

Cheng-Shung Huang

辛哈 阿迪亞^{**}

Aditya Simha

艾絡依 大衛^{***}

David F. Elloy

* 長庚大學工商管理學系助理教授(聯絡作者)
Assistant Professor, Department of Industrial and Business Management, Chang Gung University.
(correspondence author).

** 威斯康新大學管理學系助理教授

Assistant Professor, Department of Management, University of Wisconsin.

*** 剛什葛大學管理學系教授

Professor, Department of Management, Gonzaga University.

摘要

本研究驗證「個人—環境」契合度是如何影響工作敬業與個人心理健康。研究設計以相隔九個月的兩個時點，進行資料蒐集。研究結果顯示「個人—組織」契合度可預測下一期之工作敬業與正向心理健康；工作敬業預測下一期正向心理健康之時，正向心理健康也預測了下一期之工作敬業。此外，工作敬業對「個人—組織」契合具有跨時的作用。本研究建議在「個人—組織」契合、工作敬業與正向心理健康間存在著動態關係。研究結果亦顯示工作敬業對正向心理健康與下一期的「個人—組織」契合度間的關係具有部分中介效果。

關鍵字：正向心理健康、「人—組織」契合度、工作敬業

ABSTRACT

This longitudinal two-wave study examines how perceptions of person-environment fit affect work engagement as well as mental health. The respondents (N=143) completed a survey at two different times, each separated by 9 months. As expected, the results indicate that person-organization (PO) fit predicts subsequent levels of work engagement and positive mental health. Similarly, work engagement predicts subsequent positive mental health, while positive mental health predicts subsequent work engagement. Additionally, work engagement affects PO fit over time. These results suggest dynamic relationships among PO fit, work engagement and positive mental health. We also found that work engagement partially mediates the relationship between initial mental health and subsequent PO fit. The theoretical and practical implications are therefore discussed.

Keywords: Positive mental health, Person-organization fit, Work engagement