組織創新活力量表：量表編製及其複核效度之驗證

Organizational Innovation Vitality Scale: Development, Validation, and Cross-Validation

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摘要

組織創新的起點始於員工在工作展現創造力，亦即提出新穎和有用的觀點或問題解決的方法。而激發員工展現創造力的關鍵，則同時決定於員工對組織環境之正向知覺，以及個人從事創新任務的信心。組織創新活力量表之編製秉持創造力三成分理論，並整合組織創新氛圍和創新效能感的概念，合而構成組織創新活力。量表編製分三階段進行，首先根據組織創新活力的概念發展題項，並以 470 位研發人員為預試樣本，進行項目分析及探索性因素分析，並做適度修正。第二階段則以 785 位研發人員為正式樣本，進行驗證性因素分析，並據此發展組織創新活力正式量表。最後，再另外以 713 位研發人員，驗證此一量表的複核效度。分析結果顯示，組織創新活力量表具有良好的模式適配性，且具有良好的信度、收斂效度、區別效度，以及效標關聯效度，且能有效應用於相同母群的其他樣本上。這表示本量表不但是衡量組織創新活力的有效工具，也比組織創新氛圍量表更適合作為研究者與管理者衡量和診斷組織創新活力之用。

關鍵字：組織創新活力、組織創新氛圍、創新效能感、創造力

ABSTRACT

Based on the literature on organizational innovation climates and creative efficacy, this study developed a scale for assessing the vitality of organizational innovation. We employed a three-step procedure to formulate an organizational innovation vitality scale (OIVS). In the first step, we developed initial items and conducted an item analysis and an exploratory factor analysis by using sample 1 (n = 470). In the second step, we conducted a confirmatory factor analysis by using sample 2 (n = 785). The results revealed that a 10-factor (37-item) model exhibited a better fit than did KEYS. Furthermore, the OIVS exhibited acceptable internal consistency, construct validity, and criterion-related validity. Finally, cross-validation results revealed that the two-factor model was supported in both sample 2 and sample 3 (n = 713). The OIVS is thus a valid instrument for scholars and managers in assessing work environmental factors that lead to organizational innovation.

Keywords: Organizational innovation vitality, Organizational innovation climate, Creative efficacy, Creativity