

# 團隊自主性對於創新行為影響之研究

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## 摘 要

員工自主性與創新行為皆被認為是在激烈競爭的環境中，讓企業組織不被淹沒的重要概念。企業透過賦予員工自主性，使組織成員擁有一展長才的機會，而員工的創新行為則能讓組織對於自身不斷地進行調整與改革，透過這兩者，組織得以適應快速變遷的環境。

員工自主性為負責組織任務的成員對於任務的執行所能掌控的程度，而現在有許多組織的任務除了需要個人的能力之外，還需要團隊的力量才能夠完成。創新的實現需要想像力與行動力的結合。創新行為即是指創新實現中的行動力。若組織成員感知到較高的自主性時，成員容易對於組織或工作產生心理上正面的想法。當成員產生新想法時，成員會因此有意願進行新想法的嘗試。本研究針對員工感知到團隊層次的員工自主性對於員工創新行為的影響進行探討，共回收 271 份有效問卷，經分析發現團隊自主性確實對於創新行為有明顯的影響，但是團隊自主性中的時間自主性對於創新行為沒有顯著的影響。

**關鍵詞：**員工自主性、團隊自主性、創新行為

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# Research on the Impact of Team Autonomy on Innovative Behavior

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## Abstract

Employee autonomy and innovative behavior are all considered important concepts that keep business organizations survive from inundation in a highly competitive environment. By giving employees autonomy, organizations have the opportunity to grow their members, and employees' innovative behavior allow organizations to continuously adapt and reform themselves. The organization can adapt itself to the rapidly changing environment with employee autonomy and innovation behavior.

Employee autonomy is the degree which a member responsible for organizing a task has control over the execution of a task. Many organizations' tasks need not only individual ability, but also the power of a team to accomplish. Innovation is required by the combination of imagination and mobility. Innovative behavior is the mobility of the innovative. When the members of the organization perceive high autonomy, members tend to have psychologically positive thoughts about the organization or the work. When members create new ideas, members will therefore be willing to try the new ideas. This study explored the impact of the team-degree employee autonomy and innovation behavior. This study collected 271 questionnaires. The analysis found that team autonomy has a significant impact on innovation behavior, but the time autonomy in team autonomy has no significant impact on innovation behavior.

**Key words : Employee Autonomy, Team Autonomy, Innovative Behavior**

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