

論文名稱：沉溺性工作狂特質與幸福感關係： 總頁數：111

驗證休閒調適之角色

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論文提要內容：

本研究目的在探討沉溺性工作狂特質與幸福感關係，並驗證休閒調適於此關係間扮演哪種角色。以郵寄問卷的方式進行問卷調查，針對旅行業管理階層人員，回收之問卷採用結構方程模式與多元群組分析，驗證休閒調適之直接模式、間接模式與緩衝模式。

研究結果顯示，沉溺性工作狂特質負向的影響個人幸福感。休閒自決感與休閒友誼都能直接促進個人幸福感，休閒自決感透過抑制沉溺性工作狂特質，間接提升個人幸福感。休閒友誼調節沉溺性工作狂特質對幸福感的負面影響，當沉溺性工作狂特質低時，休閒友誼當沉溺性工作狂特質程度較低，休閒友誼對幸福感有較低的影響，然而當沉溺性工作狂特質程度高的時候，休閒友誼高的個人比較能維持幸福感。友伴式休閒具有直接效果，可直接促進個人健康，友伴式休閒亦具間接效果，可透過壓抑沉溺性工作狂特質，間接提升個人幸福感，而友伴式休閒與提正面情緒之休閒都具有緩衝效果，可舒緩沉溺性工作狂特質對幸福感之負面影響。

關鍵字：工作狂(workaholism)、幸福感(well-being)、休閒調適(leisure coping)

Relationship Between Addictive Workaholism Characteristic and Well-Being:
Examine The Role Of Leisure Coping

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ABSTRACT

The purpose of this study is not only to investigate the relationship between addictive workaholism characteristic and well-being, but also examine the effects of leisure coping on this relation. The investigation method of this study were mailing questionnaire to travel agency's managers who willing to assist this study. Structural equation modelling and multiple-group analysis was used to test direct, indirect and buffer mode of leisure coping .

The finding suggested that leisure self-determination and leisure empowerment directly contributed to enhancement of psychological well-being. Leisure self-determination indirectly promoted well-being by suppressing the level of addictive workaholism characteristic. Leisure friendship moderates the effects of workaholism on well-being. When workaholism level were lower, leisure had less impact on well-being. However , when workaholism level were high, those individuals with stronger leisure friendship appeared to maintain good health. We also found that Leisure companionship got direct effect which can promote people's well-being. Leisure companionship indirectly promoted well-being by suppressing the level of addictive workaholism characteristic. Leisure companionship and leisure mood enhancement both got buffer effect on workaholism and well-being relation. When workaholism level were lower, leisure had less impact on well-being. However, when workaholism level were high, those individuals with stronger leisure companionship and leisure mood enhancement appeared to keep good well-being.

Key Words: workaholism, well-being, leisure coping