

## 摘要

本文目的是以社會網絡理論的視角分析離職意願的成因，試圖驗證一個人在組織社會網絡中如果佔有有利位置——亦即中心位置及「橋」的位置，是否因其不願放棄組織內擁有的社會資本，而離職意願較低？另外，是否一個員工的信任網絡較廣也會因為合作機會較多而較不願離職？本文針對一家中國大陸高科技臺商的一百七十七個有效樣本作社會網絡分析暨 SEM 分析，結果顯示個人社會網絡位置對離職意願並無直接效果，但有透過特殊信任而形成的間接效果。亦即有利位置的朋友關係與交換關係會帶來信任關係，而一個人在組織中信任關係多，則合作機會多、工作較順手，會捨不得離開，所以離職意願較低。

**關鍵字：**社會資本、網絡結構位置、離職意願、特殊信任、一般信任

## Abstract

The purpose of this paper utilizes a social network approach to study the tendency to turnover. We test the embeddedness hypothesis that a person who holds a good position in organizational social networks tends not to turnover, since the good position provides abundant resources for him/her. In our SEM analysis of 177 samples in a Taiwanese high-tech factory in the Mainland China, this direct effect of social network structure on tendency to turnover can't be found, but an indirect effect via particularistic trust is significant. In other words, a person's good position in social networks renders him/her more chances to make friends and social exchanges, and thus create a large trust network for the position holder. Trust relations provide more cooperative opportunities and social supports, so negatively influences the willingness of the position holder to turnover.

**Keywords :** Social Capital, Social Network Position, Tendency to Turnover, Particularistic Trust, General Trust