

A Study on the Correlations among Empowering Leadership, Organizational Identification, and Team Performance in Medical Industry

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ABSTRACT Once the service satisfaction of medical personnel is reduced and the enthusiasm cannot be acquired from work, the turnover rate would be increased to further affect medical manpower. Not only is the quality of services influenced, but patient safety would also be seriously affected further to harm the operation of a hospital. Aiming at Kaohsiung Municipal Min-Sheng Hospital, the medical personnel are distributed 350 copies of questionnaires in this study. Deducting invalid ones with incomplete responses, 214 effective copies are collected, with the retrieval rate 61 percent. The research results presented significantly positive effects of Empowering Leadership on Organizational Identification, remarkably positive effects of Organizational Identification on Team Performance, and notably positive effects of Empowering Leadership on Team Performance. The tests of such relationship are expected to contribute to the theory and the practice in medical industry.