

论文

监狱警察工作绩效现状及其影响因素

王明月, 杨光, 叶圣权

武警辽宁总队医院, 沈阳110034

摘要:

目的 了解监狱警察工作绩效现状及其影响因素,为有效开展警察绩效管理提供参考。**方法** 采用随机整群抽样方法对辽宁省3所监狱抽取的1 048名监狱警察进行问卷调查。**结果** 监狱警察工作绩效总分为(74.11±12.82)分,工作奉献、任务绩效、人际促进3个维度得分分别为(26.53±5.35)、(23.50±4.34)、(24.08±4.29)分;分层回归分析结果表明,将控制变量、自变量、调节变量和交互作用变量全部放入回归模型后,监狱警察工作绩效的主要影响因素为:回报($\beta=0.224$)、超负荷($\beta=0.084$)、工作-家庭冲突($\beta=0.293$)、家庭-工作冲突($\beta=-0.307$)、组织支持感($\beta=0.277$)、回报×组织支持感($\beta=0.130$)、超负荷×组织支持感($\beta=-0.081$)、工作-家庭冲突×组织支持感($\beta=-0.171$)和家庭-工作冲突×组织支持感($\beta=0.119$),对工作绩效解释的变异量为32.1%。**结论** 付出-回报失衡、工作-家庭冲突、组织支持感对监狱警察工作绩效有较好的预测作用。

关键词: 监狱警察 工作绩效 付出-回报 组织支持感 工作-家庭冲突

Job performance and its influencing factors among prison police officers

WANG Ming-yue, YANG Guang, YE Sheng-quan

Hospital of Liaoning Province Armed Police Contingent, Shenyang, Liaoning Province 110034, China

Abstract:

Objective To explore relationships between effort-reward imbalance,work-family conflict,perceived organizational support and job performance among prison police officers,and to provide information for the improvement of job performance in prison police officers. **Methods** Totally 1 048 prison police officers from three prisons in Liaoning province were selected with stratified cluster sampling and investigated by a questionnaire. **Results** The average total score of job performance was 74.11±12.82,with the three dimentional scores of 26.53±5.35 for job devotion,23.50±4.34 for task performance,and 24.08±4.29 for interprsonal relationship promotion.The results of hierarchical regression revealed that the main influencing factors of job performance were reward ($\beta=0.224$),overload work ($\beta=0.084$),work-famil conflict ($\beta=0.293$),family-work conflict ($\beta=-0.307$),perceived organizational support ($\beta=-0.171$),and family-work conflict×perceived organizational support ($\beta=0.119$),respectively. **Conclusion** Effort-reward imbalance,work-family conflict and perceived organizational support are predictors of job performance among prison police officers..

Keywords: prison police officer job performance effort-reward perceived organizational support work-family conflict

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