عنوان فارسی مقاله:
مروری مجدد بر تحقیق جکسون و شولر: فرا تحلیل رابطه بین ابهام وظیفه، ناسازگاری وظیفه و عملکرد شغلی

عنوان انگلیسی مقاله:
A Meta-Analysis of the Relationships Between Role Ambiguity, Role Conflict, and Job Performance

توجه!
این فایل تنها قسمتی از ترجمه میباشد. برای تهیه مقاله ترجمه شده کامل با فرمت ورد (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک نمایید.
Conclusions and Recommendations

Results of this meta-analysis indicated a nontrivial correlation between role ambiguity and job performance and showed that a substantial amount of variance in the corrected correlation remains to be explained. Future research that identifies the variables that moderate these relationships could greatly improve our understanding of how these role constructs impact performance. Since Jackson and Schuler, a concern has been that the construct labelled role ambiguity is too global, and role ambiguity has therefore been redefined as job ambiguity (e.g., Breaugh & Colihan, 1994). We argue that job ambiguity may be conceptually more specific than role ambiguity, and that, although job ambiguity may be a new construct of theoretical and pragmatic utility in the job performance domain, role ambiguity ought not to be lightly dismissed as unimportant. Indeed, the present results show a correlation that could substantially and negatively impact job performance.