

## Abstract

This study investigated the concept of relationship harmony in small groups which consisted of university students. Using the Five Factor Model of personality, relationship harmony was found to have different personality correlates from interpersonal attraction. Moreover, relationship harmony and interpersonal attraction were found to differentially relate to two aspects of an individual's experience of group cohesiveness: the perception of positive group interaction and the attraction to the group, respectively. Based on the input-process-output model of group performance, group cohesiveness was tested for its mediating role on the relationship between the relational constructs and group performance. However, due to high level of subjectivity, the construct of attraction within the group could not be used in the group-level analysis. On the other hand, though positive group interaction was objective enough to be a group-level construct, it did not mediate the relationship between relationship harmony and group performance. According to the findings, future research directions concerning relationship harmony were suggested.

## 概要

是項研究探討了在大學生所組成的小組中人際關係和諧的概念。結果顯示人際關係和諧與人際吸引和五大性格向度的關聯並不相似，而且兩者分別與小組的團體凝聚力的兩個範疇有著不同的關聯：人際關係和諧關係到組員對小組的正面行為的體驗，而人際吸引則與小組對組員的吸引力有關。利用探討小組表現的「輸入-過程-結果」模型，本研究亦測試了此團體凝聚力的兩個範疇能否解釋小組中的人際關係和諧與人際吸引對小組表現的影響。由於團體凝聚力中的小組對組員的吸引力在本質上較為主觀，因此它未能被利用到小組層面的分析。至於團體凝聚力中的小組正面行為雖可被用於小組層面的分析，但它未能解構人際關係和諧對小組表現的影響。基於是項研究的結果，本文提供了更深入了解小組中人際關係和諧的概念的研究方向。