

# 團體凝聚力的概念分析

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## 摘要

「團體凝聚力」被認為是一個成功的治療團體所必備的條件，而團體凝聚力高的團體會比較容易達成目標，而且團員會有較高的安全感。臨床上護理人員大多採用團體衛教或治療性團體的方式，協助病人或家屬對疾病的認識、照護與復健，因有效的團體帶領可以縮減時間及人力的浪費，同時並增進有效的人際互動。另外，在護理行政者方面有效的運用團體凝聚力，將有助於其所帶領的護理人員在專業上能更有效率的成長並降低病房離職率。Walker 和 Avant(1995)認為概念分析是一可用來藉定概念的定義性特徵，目的在於使同一專業的人，對某一概念具有相同的定義及溝通語言。因此本文將以 Walker 和 Avant(1995)所提出的方法來進行「團體凝聚力」之概念分析。本文先廣泛查證此概念的定義及確認出其鑑定性特徵，再以典型、邊緣、相反及相關案例、前因後果、以及實證性工具等來作說明。希望藉此概念分析的結果，能增進護理人員及行政管理者對「團體凝聚力」概念有進一步的認識，並實際運用在臨床病人照顧及護理領導管理上。

## Abstract

Group cohesion is considered an essential condition for achieving a successful treatment team. High cohesion groups more readily reach their goals, with group members also feeling more secure about their functions and contributions. In clinical practice, nurses use group teaching and group therapy to help patient and family members gain knowledge and skills related to illness treatment and recuperation. Effective group leadership helps minimize non-productive time and manpower and enhance interpersonal interaction. A further advantage of group cohesion is that the more effective administration of nursing programs that results can raise the profession level of staffs and reduce turnover. Walker and Avant (1995) employ concept analysis to use defining attributes in order to apply the same definition and communication to the same profession. The purpose of this paper was to apply this methodology to an analysis of group cohesion. Steps used include a review of the literature on conceptual definitions of group cohesion, a determination of defining attributes, model construction, identification of borderline, contrary, and related cases, and identification of antecedents and consequences and empirical tools. It is hoped that this analysis can help nursing staff to gain a better understanding of the concept of group cohesion and to apply such to clinical practice and nursing administration.