

人際不公正、暴力行為知覺與員工偏差行為：安全氣候之調節效果

王琮騰、盧建中

E-mail: 321848@mail.dyu.edu.tw

摘要

本研究在探討人際不公正、暴力行為知覺與員工偏差行為之關聯性；總體層次的安全氣候在個體層次中人際不公正與暴力行為知覺關係中之調節效果；和探討總體層次的安全氣候在個體層次中暴力行為與員工偏差行為知覺關係中之調節效果。正式發放對象為天下雜誌2009年5月公佈1000大製造業、500大服務業和100大金融業，發放日期自2010年4月20日至2010年6月05日，共計發出160家公司，回收32家公司，扣除填答不完整及數量太少者之2家公司，最後獲得30家公司，有效回收率18.75%。本研究的結果並沒有調節效果的形成，但是確有脈絡效果的發現，建議未來的研究可以找更適當的前置變項去探討安全氣候是否存在著跨層次之間的調節效果。

關鍵詞：人際不公正、暴力行為知覺、員工偏差行為、安全氣候、脈絡變數

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