

# 應徵者逢迎討好戰術與面試官知覺之應徵者個人與組織契合度關係之干擾研究

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## 摘要

過去學者發現到應徵者逢迎討好戰術的確可以影響面試官知覺之應徵者個人與組織的契合度。Higgins and Judge (2004) 研究就證實，應徵者的逢迎討好會顯著影響面試官知覺之應徵者個人與組織的契合度。本研究延伸過去研究，在真實甄選面談場合中，檢視面談結構、面談時間、應徵者的自我監控性格與外向性格對應徵者逢迎討好戰術與面試官知覺之應徵者個人與組織契合度關係之干擾效果。研究資料來自145位應徵者與70位面試官，研究結果部分的支持本研究假說。結果顯示應徵者逢迎討好戰術會正向影響面試官知覺之應徵者個人與組織的契合度。文末則提出相關的實務意涵與未來研究方向。

關鍵詞：逢迎討好戰術 (ingratiation)、個人與組織契合度 (person-organization fit)、面談結構 (interview structure)、面談時間 (interview longer)、自我監控性格 (self-monitoring)、外向性格 (extraversion)

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