

Exploring boundaries of the effects of applicant ingratiation tactics on person-Organization fit

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ABSTRACT

Past research has found that applicant ingratiation had positively related to person-organization fit. Higgins and Judge (2004) found that applicant ingratiation had a positive effect on person-organization fit. This study extends previous research to examine the moderating roles of interview situation and applicant personality on the relationship of applicant ingratiation tactics and interviewers' perceived of applicant person-organization fit in a real selection interview. Data were collected from 145 applicants and 70 interviewers. Partial results support our hypotheses. Applicant ingratiation had a positive effect on interview person-organization fit. Implications and directions for future research are discussed.

Keywords : ingratiation、 person-organization fit、 interview structure、 interview longer、 self-monitoring、 extraversion

Table of Contents

中文摘要	iii	英文摘要	iii
iv 致謝詞		v 內容目錄	
vi 表目錄		viii 圖目錄	
ix 第一章 緒論	1	第一節 研究動機	1
1 第二節 研究問題	4	第三節 研究目的	4
5 第二章 文獻探討	6	第一節 逢迎討好戰術	6
6 第二節 逢迎討好戰術和個人與組織契合度	8	第三節 面談情境之干擾效果	10
10 第四節 人格特質之干擾效果	13	第三章 研究方法	15
15 第一節 研究架構	15	第二節 研究假設	16
16 第三節 研究對象	17	第四節 施測過程	18
18 第五節 變數測量	19	第六節 統計	23
23 第四章 研究結果	26	第一節	26
26 第二節 描述統計及相關分析	27	第三節	29
29 第五章 結論與建議	35	第一節 主效果與干擾效果	35
35 第二節 理論與實務意涵	38	第三節 研究限制與研究方向	41
41 參考文獻	47	附錄A 面試官面試前問卷	57
57 附錄B 面試官面試後問卷		附錄C 應徵者面試後問卷	60
60			

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