

應用跨層次分析於組織公民行為之前因探討

林映岑、吳孟玲

E-mail: 344776@mail.dyu.edu.tw

摘要

本研究旨在檢視個人倫理意識、群體倫理意識對組織公民行為的影響，以及公司倫理價值觀與陽剛文化等干擾變項後所產生的影響。以跨國企業員工為樣本，使用階層線性模型來驗證假說。研究結果顯示，除了群體相對主義對組織公民行為的影響未獲支持以及陽剛文化對群體理想主義與組織公民行為之間關係的干擾效果並不顯著以外，其餘的研究假說均獲得支持。最後，本研究亦對學術與管理意涵、研究限制與未來之研究建議提出討論。

關鍵詞：個人倫理意識、群體倫理意識、公司倫理價值觀、陽剛文化、組織公民行為

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