

行為正直、魅力領導與情感承諾關係之研究

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摘要

基於近年來的研究，一些學者認為主管的行為是會影響員工的，而這是透過主管的言行舉止是一致性時，因此這樣的行為則是被稱做行為正直。故本研究欲探討主管的行為正直與員工的情感承諾之關係。另一方面，進一步探討中介變數 - 魅力領導是否會對行為正直與情感承諾產生中介效果的影響。本研究是採用量化方法進行本研究的資料分析，並且是以外商汽車公司的員工為研究的對象，去探討各變項間是否具有顯著的相關性。本研究的樣本包含429位在外商汽車公司工作的員工。本研究使用階層迴歸分析的方法，迴歸分析獲得的結果是魅力領導在行為正直和情感承諾之間是具有部份的中介效果影響。結果表明，當一位主管具備高度地行為正直時，則是會透過主管魅力領導的非凡能力，進而達到增加組織內部員工的情感承諾。

關鍵詞：行為正直、魅力領導、情感承諾

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