

# A multilevel investigation of factors influencing employee deviance : 以跨國企業員工為例

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## ABSTRACT

Previous work on employees' workplace deviant behavior has focused on either organization- or individual-level analysis. This study adopts a multilevel approach to simultaneously examine main effects of and cross-level interactions among individual- and work-unit-level predictors of workplace deviance. Moreover, the authors tested a model, inspired by affective events theory, which examines the nature of emotions at work, work events, and workplace deviance. This multilevel study of 411 employees from Taiwan demonstrated that both individual- and work-unit-level factors were significantly associated with employees' workplace deviant behavior: at the individual level, abusive supervision and identity threat was positively related to employees' workplace deviant. In addition, the relationship between abusive supervision and workplace deviance was partially mediated by negative emotion and the relationship between identity threat was fully by negative emotion. Furthermore, at work-unit-level only identity threat was positively associated with employees' workplace deviant. In addition, the relationship between identity threat and workplace deviance was fully mediated by negative emotion tone.

Keywords : affective events theory、abusive supervision、identity threat、workplace deviance

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