

# 工作狂、心理契約違反與職場偏差行為關係之研究 = Relationships among workaholism, psychological contract breach and workpl

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## 摘要

在全球化的趨勢下，企業間的競爭更勝以往，此也使得企業員工為提升自己的競爭力，更加投入於工作中，工作狂現象也將隨之愈益強烈，以往不論企業或學術，對於工作狂帶來的影響是危機或契機有不同的看法。職場偏差行為亦在現今的工作職場上，為一常見的問題並為組織的整體帶來負面的影響，本研究旨在瞭解國內企業員工工作狂與職場偏差行為的關聯性，並探究心理契約違反對工作狂與職場偏差行為之中介效果。本研究採問卷調查法，透過便利抽樣方式取得有效樣本計342份，探討工作狂對職場偏差行為所造成之影響。研究結果顯示：(1)工作狂特質對職場偏差行為有顯著正向影響；(2)工作狂特質對心理契約違反有顯著正向影響；(3)當員工心理契約違反程度高，在職場組織面及人際面偏差行為亦相對較高，兩者間呈正向顯著關聯性；(4)心理契約違反在工作狂對職場偏差行為的影響關係中，不具中介效果。最後，歸納本研究的結論與理論、實務意涵的分析，並對研究限制與未來的研究建議予以探討。

關鍵詞：工作狂、心理契約違反、職場偏差行為

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