

部屬績效、行為、及與主管相似性對不當監督影響之多層級分析 = Using hierarchical linear modeling to investigate effects of

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摘要

本研究係以歸因理論、互惠規範觀點以及相似吸引典範為基礎，檢視部屬行為、績效、及與主管之相似對於主管不當監督行為之影響，資料蒐集自25家企業的52個部門，並以階層線性模式進行主管不當監督行為的前因分析，研究結果指出個體以及群體的組織偏差行為與組織公民行為對主管不當監督有顯著的影響。最後，本研究亦針對相關之意涵及未來的研究建議提出討論。

關鍵詞：不當監督、工作績效、組織偏差行為、組織公民行為、相似性

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