

不當監督與文化價值對員工偏差行為之多層級分析 = Using hierarchical linear modeling to investigate effects of abusive supe

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摘要

本研究以情感事件理論為基礎，深入探討職場的主部屬之間的人際互動關係，並將不當監督、文化價值、負面情緒及偏差行為之關係發展成多層次的模型，本研究以階層線性模式(Hierarchical Linear Modeling, HLM)驗證各項假說。在個體層次中，負面情緒對不當監督與偏差行為之關係具中介效果，而群體層次之分析結果顯示，不確定性規避與群體主義對不當監督與負面情緒之關係具干擾效果。最後，本研究亦對管理意涵及未來研究建議提出討論。

關鍵詞：不當監督、文化價值、偏差行為、情感事件理論

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