

行為正直、員工主管適配性與工作滿足關係之研究

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摘要

基於近年來的一些學者所研究指出，主管的行為會對員工產生影響，尤其是當主管的言行舉止是否符合一致性時，則此類行為被稱作行為正直。另外，本研究以現今組織行為領域的熱門主題 - 個人與環境適配中較為新興的個人與主管適配做為中介變數，其旨在探討國小教職人員的行為正直、員工主管適配性與工作滿足之間的關係。本研究針對北部地區國小教職人員進行問卷調查，有效問卷共計400份，彙整結果如下：1.行為正直與工作滿足具有顯著正相關。2.行為正直與員工主管適配性具有顯著正相關。3.員工主管適配性與工作滿足具有顯著正相關。4.員工主管適配性對行為正直與工作滿足具有部分中介效果。結果顯示出，當一位主管具備有高度的行為正直時，將會透過員工主管適配性的高契合度而使教職員工感到高工作滿足感。

關鍵詞：行為正直、員工主管適配性、工作滿足

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