

# 以階層線性模式探討知覺賦閒和員工沉默之間的關係

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## 摘要

本研究採取每日的日記模式檢視了個體內的知覺賦閒、負面情緒與員工沉默之間的關係。此外，亦進一步探討個體差異心理資本(自我效能、希望、樂觀、韌性)與宜人性對個體內所發生的跨層級影響。根據127位受測者及1110份橫跨10天的觀察資料，階層線性模式的分析結果顯示本研究之假說獲得部分的支持。研究結果發現知覺賦閒對於員工沉默具有直接和間接的正向影響，而且樂觀、韌性以及宜人性對知覺賦閒與負面情緒之間的關係具有干擾效果。最後，本研究亦提出相關的意涵及未來之研究建議。

關鍵詞：知覺賦閒、負面情緒、員工沉默、心理資本(自我效能、希望、樂觀、韌性)、宜人性

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