

The Effects of Staff's Appearance and Ingratiation on Staff's Evaluation: Age and Gender Combination as Moderating Vari

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ABSTRACT

The staff's value does not totally depend on his ability. Sometimes, Management of interpersonal communication and interpersonal network or even the relationship with the competent also have a great influence on the result appraised. The main objective of this research is to want to understand What influence does beauty with currying favour have on the staff's appraisal. Can Beauty and curry favour get executive's good appraisal? We are very curious to this. In addition, the influence that we also find whether the supervisor's age will interfere with the appearance and curry favour and Staff 's evaluation. The research is to regard administrative personnel of the public affair organ and teacher in Taizhong as the target. This research releases 280 questionnaires altogether, get 210 valid questionnaires finally. The results of the study are as follows: (1) The staff's behavior of currying favour will influence supervisor's appraisal on this staff forward. (2) The staff's appearance will not influence executive's appraisal result to this staff. (3) While appraising the staff, the age of supervisor shows interference effect in Appearance between appraising. (4) While appraising the staff, the age of supervisor unable to interfere with staff curry favour behavioral influence on appraising the result.

Keywords : Competence、Impression Management、Ingratiation、Halo Effect、Physical Attractiveness、Generational differences

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