

個體差異與賦閒受害之關係探討

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摘要

本研究藉由整合不可或缺性、發送式互賴、賦閒受害、競爭卓越、集體主義等因子，進一步尋求對社會賦閒的探究，以發展一個多層級的研究模型。本研究採用階層線性模型來進行檢測，樣本來源是73個部門360套主管對部屬工作雙源關係的受訪者。在個體層級方面，發送式互賴證實對不可或缺性與賦閒受害具有部分中介的效果，再者，不可或缺性與發送式互賴之間的關係被其他參考目標所干擾，本研究的影響及實作已確實論述。最後，本研究亦對學術與管理意涵、研究限制及未來之研究建議提出討論。

關鍵詞：賦閒受害，不可或缺性，發送式互賴，競爭好勝，其他參考目標，集體主義

目錄

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