

主部屬之動機特質對賦閒受害之影響

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摘要

本研究主要以動機特質理論為基礎，來探討主部屬的動機特質對賦閒受害之影響。本研究採用階層線性模型來進行檢測，樣本來源是64個部門370套主管對部屬工作雙源關係的受訪者。研究結果發現個體層次的部分只有部屬的競爭卓越特質與賦閒受害呈正向顯著關係，而群體層次的部分主管的競爭卓越及逃避動機特質都與部屬賦閒受害呈顯著的正向關係。最後，本研究針對相關管理意涵、研究限制做討論及未來的研究方向提出建議。

關鍵詞：賦閒受害，動機特質，競爭卓越，逃避動機

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