

A Study of the Relationship among the Employee's Expectation of Supervisor's Leadership Behavior and Communication

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ABSTRACT

The study is on the basis of being the theory of transformational lead、transaction lead behavior and communication satisfaction , investigating ten college school teachers by means of sampling convenience. The way of research is adopting descriptive statistic analysis、factor analysis、reliable analysis、cluster analysis、discriminate analysis、canonical correlation analysis、one way analysis of variance and X2 text. First , we use the questionnaire survey to collect data and do the factor analysis to find out 7 factors of the employee ' s expectation of supervisor ' s leadership behavior and 4 factors of CS. Due to the reliability of employee ' s expectation of intelligence inspiration behavior factor is lower than 0.7. So the research does not be taken it for consideration. Therefore, the study tries to explore the relationship between the employees ' leader behavior expectation and the CS . Then , the cluster analysis was used to find out 3 clusters of LBE (leader behavior expectation) and 3 clusters of the CS. The hit ratio is very high separately. After all , we use the canonical correlation analysis to explore the relationship between LBE factors and CS factors. Also, we compare different clusters with personal and school features, and some suggestions are proposed at the end.

Keywords : Transformational lead ; Transactional lead ; Communication Satisfaction

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