

# 以控制觀點探討台灣勞工的不當行為

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## 摘要

組織不當行為普遍存在我們日常生活中，員工在組織中的不當行為與犯罪行為，每年可以讓組織損失六百萬至二十億美元，要如何降低組織不當行為的發生，企業如何有效的管理及控制員工，減低組織成本的浪費，是目前企業迫不急待要解決的問題。有效的管理及控制可用來抑制組織不當行為的發生，當組織管理與員工所回應的態度不一致時，就會出現組織不當行為，因此若組織對員工的管理或控制不適當，就容易提供機會與情境使員工從事不當行為，相反地，若組織能利用有效的管理及控制，就會降低組織不當行為的發生。依據控制概念，控制就像是一種力量，而這個力量包括了工具、技術、步驟與目標，所以這個控制力量能夠抑制組織不當行為的發生，因此本文將以控制的觀點為基礎，來檢視企業中的不當行為。

關鍵詞：組織不當行為；社會資本；組織控制；自我控制；自我韌性

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