

外籍勞工之知覺歧視與情緒因應策略之關聯性探討-以負面情緒為中介因子

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摘要

一般緊張理論主張當個體遭受負面事件(如: 歧視)時, 可能會引發其產生不同之因應策略, 而此關係可能亦會受到國家文化與性別之影響。因此本研究將檢視(1)知覺歧視與國家文化之交互效果對員工負面情緒以及因應策略之影響, (2) 知覺歧視與性別之交互效果對員工負面情緒以及因應策略之影響。本研究以台灣之53家製造業的菲律賓或泰國籍員工為研究對象, 各發放700份問卷, 有效回收問卷分別為230份及480份。將資料分析結果整理如下: 1、負面情緒為知覺歧視與國家文化交互作用與情緒因應策略之中介變項。2、負面情緒為知覺歧視與性別交互作用與情緒因應策略之中介變項。最後, 本研究亦對研究意涵與管理意涵及未來之研究建議提出探討。

關鍵詞: 知覺歧視, 負面情緒, 國家文化, 因應策略

目錄

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