

不當監督與國家文化對組織公民行為之影響探討：以外籍勞工為例

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摘要

過去研究學者主張當員工知覺主管不當監督行為時，可能降低其組織正義知覺，進而影響組織公民行為之表現，然而此關係亦可能會受到國家文化與性別之影響。因此本研究將檢視(1)主管不當監督行為與性別之交互效果對員工組織正義以及組織公民行為之影響，(2)主管不當監督行為與國家文化之交互效果對員工組織正義以及組織公民行為之影響。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、組織正義為主管不當監督行為與性別之交互作用與組織公民行為之中介變項。2、組織正義為主管不當監督行為與國家文化之交互作用與組織公民行為之中介變項。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：主管不當監督行為；組織正義；國家文化；組織公民行為

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