

不當監督與國家文化對員工偏差行為之影響探討：以兩岸員工為例

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摘要

本研究延伸一般緊張理論的主張，檢視權力距離與剛性文化的干擾效果。研究樣本共計450份，階層迴歸分析之結果顯示(1)權力距離與剛性文化對於不當監督與負面情緒具干擾效果(2)權力距離對於不當監督與員工偏差行為具干擾效果(3)負面情緒對於不當監督 權力距離之交互項與員工偏差行為之關係具有中介效果。此外，本研究亦對所有研究結果之意涵提出討論。

關鍵詞：主管不當監督行為；負面情緒；國家文化；權力距離

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