

The Effect of Abusive Supervision and National Culture on Employee Deviance: Evidence from Taiwan and Mainland China

林芳敏、吳孟玲

E-mail: 9701157@mail.dyu.edu.tw

ABSTRACT

This study, extending the general strain theory, investigated the moderating effects of power distance and masculinity. 450 sets of the questionnaires were analyzed by hierarchical regression analysis. Results revealed that (1) power distance and masculinity moderated the direct effects of abusive supervision on negative emotion. (2) power distance moderated the direct effects of abusive supervision on employee deviance. (3) negative emotion mediated the interactive effects of abusive supervision and power distance on employee deviance. Finally, we also discussed the implications of all results.

Keywords : abusive supervision ; negative emotion ; national culture ; power distance

Table of Contents

中文摘要	iii	英文摘要	iii
iv 誌謝辭		v 內容目錄	
vi 表目錄		viii 圖目錄	
ix 第一章 緒論	1	第二章 文獻探討	1
4 第一節 不當監督行為	4	第二節 國家文化	4
4 第三節 負面情緒	5	第四節 員工偏差行為	5
6 第五節 不當監督行為與員工偏差行為	7	第六節 負面情緒之中介效果	7
7 第七節 權力距離與剛性文化之干擾效果	8	第八節 負面情緒為不當監督與權力距離之交互作用	8
10 與員工偏差行為之中介效果	10	第九節 負面情緒為不當監督與剛性文化之交互作用	10
10 第三章 研究方法	11	第一節 研究對象	11
11 第一節 研究對象	11	第二節 研究架構	12
13 第三節 操作性定義	13	第四節 分析方法	13
15 第四章 研究結果	16	第一節 相關分析	16
16 第二節 迴歸分析	17	第五章 結論與建議	17
21 第一節 研究結論	21	第二節 研究貢獻	21
23 第三節 管理意涵	24	第四節 研究建議與限制	23
24 參考文獻	26	附錄A 部屬問卷	24
41 附錄B 主管問卷	45		41

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