

# 倫理對不當監督行為之影響探討：以兩岸員工為例

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## 摘要

過去有關不當監督行為的研究，僅進行組織層次或個體層次的分析，故本研究係以台灣及大陸的261位主管為樣本，並以跨層級的分析方法，檢視倫理觀、道德強度、企業倫理和程序正義氣候對主管不當監督行為的影響。研究結果顯示，除了相對主義對於主管不當監督行為的影響效果未獲支持外，其餘的研究假設均獲得支持。最後，本研究亦對管理意涵與未來之研究建議提出討論。

關鍵詞：不當監督行為；理想主義；相對主義；道德強度；企業倫理；程序正義氣候

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