

A Study on the Relationship between Workplace Friendship and Employees' Misbehavior

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ABSTRACT

The employees who interacted with others during the working time will produce great influence. Therefore, when workplace friendship became more strengthen will cause more employees' misbehavior or not that is our research question. This research exanimated the relationship between the "workplace friendship" and "employees' misbehavior", and survey if the "psychological contract" possesses inter-vening effect. There were 301 valid completed questionnaires samples out of total 450 potential respondents through this study used convenient sampling from full time employee of the Taipei region. The valid retrieving rate is 76.2%. The data analysis utilized for this research included single factor variant analysis (one-way ANOVA), Pear-son correlated analysis, multiple regression analysis and hierarchical regression analysis. This research found that "workplace friendship" has a very significant positive effect with "psychological contract"; then "psychological contract" also has a significant positive correlation with "employee misbehavior" self-evaluation part. Therefore, we extrapolated workplace friendship by through psychological contract reach a significant positive correlation with employee misbehavior self-evaluation part. Due to employees' misbehavior to others is evaluated by the respondents, the relationship between workplace friendship and employees' misbehavior that have not moderated by psychological contract; it should be clarified in future research.

Keywords : workplace friendship、employee misbehavior、psychological contract.

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