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人力资源管理

科研考核压力对高校教师非伦理行为的影响研究

张桂平, 廖建桥

1. 湖北工业大学管理学院; 2. 华中科技大学管理学院

摘要: 针对656名高校教师的调查数据, 以科研注意力和焦虑情绪为中介变量, 探讨了科研考核压力对高校教师科研非伦理行为和教学非伦理行为的影响机制。研究表明, 科研考核挑战性压力和科研注意力正相关, 并通过科研注意力对科研非伦理行为具有负向影响, 对教学非伦理行为具有正向影响; 科研阻断性压力和科研注意力负相关, 并通过科研注意力对科研非伦理行为和教学非伦理行为具有正向影响。这2种压力都通过焦虑情绪对2种非伦理行为具有正向影响。最后, 结合分析结果, 提出了相关管理启示。

关键词: 科研考核压力 科研非伦理行为 教学非伦理行为 科研注意力 焦虑情绪

Relationship between Academic Appraisal Stressors and University Teachers' Unethical Behaviors

ZHANG Guiping, LI AO Jianqiao

1. Hubei University of Technology, Wuhan, China; 2. Huazhong University of Science and Technology, Wuhan, China

Abstract: Based on the survey data of 656 university teachers, the research explores the impacts of academic appraisal stressors on university teachers' academic unethical behaviors and teaching unethical behaviors with academic attention and anxiety as mediating variables. The results show that: challenge stressors have direct positive impact on academic attention, and have negative and positive impact on academic unethical behaviors and teaching unethical behaviors respectively; hindrances stressors have direct negative impact on academic attention, and have positive impact on both of academic unethical behaviors and teaching unethical behaviors; both of stressors have direct positive impact on anxiety, and also have indirect positive effect on the two kinds of unethical behaviors through anxiety. Finally, the empirical results and the management implication are discussed.

Keywords: academic appraisal stressor academic unethical behaviors teaching unethical behaviors academic attention anxiety

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通讯作者: 张桂平(1975~), 女, 河北衡水人。湖北工业大学(武汉市430068)管理学院副教授, 博士。研究方向为组织行为、人力资源管理。

作者简介:

作者Email: zhangguiping99@126.com

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