

文章摘要

严丹. 辱虐管理对员工EVLN行为的影响研究——基于资源守恒理论[J]., 2014, (20):.

辱虐管理对员工EVLN行为的影响研究——基于资源守恒理论

The Influence Mechanism of Abusive Supervision on employee' s EVLN Behavior: Based on Resource Conservation Theory

投稿时间: 2014-03-06 最后修改时间: 2014-03-06

DOI:

中文关键词: 辱虐管理;员工EVLN行为;心理资本;工作意义

英文关键词: Abusive supervision; EVLN behavior; Psychological capital; Meaning of work

基金项目: 广东省哲学社会科学规划项目(GD11XGL13)“辱虐管理对员工建言行为影响的实证研究”

作者	单位	邮编
严丹	广东财经大学 公共管理学院	510320

摘要点击次数: 30

全文下载次数: 24

中文摘要:

本研究以广东地区470名员工为研究对象,基于资源守恒理论构建了辱虐管理对员工EVLN行为的影响模型,并探讨员工的心理资本和工作意义在以上影响过程中所起调节作用。研究结果表明:(1)辱虐管理对员工EVLN行为均有正向影响,其中辱虐管理会减低员工的呼吁行为和组织忠诚,增加员工的忽略和退出行为;(2)心理资本在员工EVLN行为中起到了中介作用;(3)工作意义高的员工对上级辱虐管理更加敏感。

英文摘要:

In this study, a model has been constructed based on the resource conservation theory to explain the influence of Abusive supervision on employee' s EVLN behavior, and explored the intermediary and regulatory action in the above effects by psychological capital and meaning of work. The model has been tested by the survey conducted among 470 employees from companies located at Guangdong province. The results show that : (1) abusive supervision has significantly negative influence on employee' s EVLN behavior; (2) psychological capital mediates the influence of Abusive supervision on employee' s EVLN behavior; (3) The meaning of work moderates the relationship between abusive supervision and Psychological capital.

[查看全文](#) [查看/发表评论](#) [下载PDF阅读器](#)

[关闭](#)

版权所有 科技管理研究

编辑部地址: 广州市连新路171号广东国际科技中心305室(510033)

电话: 020-83163517、83568469、83163516(财务)、83163258(传真) 邮箱: kjgl@chinajournal.net.cn

技术支持: 北京勤云科技发展有限公司