

台灣 (Taiwan, ROC)

樊學良

自戀型領導者與員工的創造力：雙路徑模式

Study Documentation

May 29, 2020

Metadata Production

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Identification	E10635

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自戀型領導者與員工的創造力：雙路徑模式

Narcissistic Leaders and Employee Creativity: A Dual-Pathway Model

Overview

Identification	E10635
Version	Production Date: 2024-08-01 v1.0
Abstract	<p>自戀是領導者顯而易見的陰暗面特質，但其對部屬創造力的影響為何，學者迄今仍未獲得一致結論。有別於過去研究多聚焦於線性效果，本研究改從曲線效果切入，主張領導者恰到好處的自戀才有利於部屬創造力。具體而言，本研究主要在探討領導者自戀與其部屬創造力之曲線關係，以及探知動機之中介效果和幽默領導之調節效果。</p> <p>本研究以台灣職場人員為研究對象，透過郵寄自填問卷和留卷自填問卷，於2017年03月01日至同年05月31日執行調查，共收集205份有效樣本。</p> <p>分析結果顯示，領導者自戀與部屬創造力為倒U型曲線關係，且部屬的探知動機部分中介此一曲線關係。再者，領導者自戀和部屬探知動機間的曲線關係受到幽默領導調節，當部屬感受到領導者高度幽默時，領導者適度自戀對部屬創造力的影響明顯高於知覺到低幽默領導的員工。最後，根據研究發現討論其理論和實務意涵。</p>
Kind of Data	抽查
Unit of Analysis	個人

Scope & Coverage

Time Period(s)	2017
Countries	台灣 (Taiwan, ROC)
Geographic Coverage	台灣地區
Universe	台灣職場人員

Producers & Sponsors

Primary Investigator(s)	樊學良
Other Producer(s)	東吳大學企業管理學系
Funding Agency/ies	科技部

Data Collection

Data Collection Dates	start 2017-03-01 end 2017-05-31
Time Period(s)	start 2016-08-01 end 2017-07-31
Data Collection Mode	郵寄自填問卷

Data Processing & Appraisal

Data Editing

中央研究院人文社會科學研究中心調查研究專題中心所進行的資料整理方式，為不合理值檢核。

Accessibility

Contact(s)	學術調查研究資料庫(Survey Research Data Archive) (中央研究院人社中心調查研究專題中心), https://srda.sinica.edu.tw , srda@gate.sinica.edu.tw
Distributor(s)	學術調查研究資料庫(Survey Research Data Archive)
Depositor(s)	東吳大學企業管理學系

Access Conditions

標準版(一般會員、院內會員直接下載)

Files Description

Dataset contains 1 file(s)

data	
# Cases	205
# Variable(s)	95

Variables Group(s)

Dataset contains 8 group(s)

Group 基本資料							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	v1	受試者編號	discrete	character-10	205	0	-
2	v2	主管碼	continuous	numeric-8.0	79	126	-
3	v3	主管性別	discrete	numeric-2.0	205	0	-
4	v4	主管年齡	continuous	numeric-8.0	205	0	-
5	v5	主管教育程度	discrete	numeric-8.0	205	0	-
6	v6	主管婚姻狀況	discrete	numeric-8.0	205	0	-
7	v7	主管在目前公司服務的年資	continuous	numeric-10.0	205	0	-
8	v8	主管所屬部門	discrete	numeric-8.0	205	0	-
9	v9	員工性別	discrete	numeric-2.0	205	0	-
10	v10	員工年齡	continuous	numeric-8.0	205	0	-
11	v11	員工教育程度	discrete	numeric-8.0	205	0	-
12	v12	員工婚姻狀況	discrete	numeric-8.0	205	0	-
13	v13	員工在目前公司服務的年資	continuous	numeric-10.0	205	0	-
14	v14	與配對主管共事和相處的時間	continuous	numeric-10.0	205	0	-
15	v15	員工所屬部門	discrete	numeric-8.0	205	0	-

Group 主管自戀(自評)							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	sns1	根據日常的工作情形，何者最符合您的信念或感受(1)	discrete	numeric-1.0	205	0	-
2	sns2	根據日常的工作情形，何者最符合您的信念或感受(2)	discrete	numeric-1.0	205	0	-
3	sns3	根據日常的工作情形，何者最符合您的信念或感受(3)	discrete	numeric-1.0	205	0	-
4	sns4	根據日常的工作情形，何者最符合您的信念或感受(4)	discrete	numeric-1.0	205	0	-
5	sns5	根據日常的工作情形，何者最符合您的信念或感受(5)	discrete	numeric-1.0	205	0	-
6	sns6	根據日常的工作情形，何者最符合您的信念或感受(6)	discrete	numeric-1.0	205	0	-
7	sns7	根據日常的工作情形，何者最符合您的信念或感受(7)	discrete	numeric-1.0	205	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
8	sns8	根據日常的工作情形，何者最符合您的信念或感受(8)	discrete	numeric-1.0	205	0	-
9	sns9	根據日常的工作情形，何者最符合您的信念或感受(9)	discrete	numeric-1.0	205	0	-
10	sns10	根據日常的工作情形，何者最符合您的信念或感受(10)	discrete	numeric-1.0	205	0	-
11	sns11	根據日常的工作情形，何者最符合您的信念或感受(11)	discrete	numeric-1.0	205	0	-
12	sns12	根據日常的工作情形，何者最符合您的信念或感受(12)	discrete	numeric-1.0	205	0	-
13	sns13	根據日常的工作情形，何者最符合您的信念或感受(13)	discrete	numeric-1.0	205	0	-
14	sns14	根據日常的工作情形，何者最符合您的信念或感受(14)	discrete	numeric-1.0	205	0	-
15	sns15	根據日常的工作情形，何者最符合您的信念或感受(15)	discrete	numeric-1.0	205	0	-
16	sns16	根據日常的工作情形，何者最符合您的信念或感受(16)	discrete	numeric-1.0	205	0	-

Group 員工創造力(主管評員工)

#	Name	Label	Type	Format	Valid	Invalid	Question
1	ech1	主管1.該員工會提出新的方法以達成目標	discrete	numeric-1.0	205	0	-
2	ech2	主管2.該員工會提出新穎且實用的想法以改善績效	discrete	numeric-1.0	205	0	-
3	ech3	主管3.該員工會主動尋找新的科技 流程 技術和(或)產品的構想	discrete	numeric-1.0	205	0	-
4	ech4	主管4.該員工會提出新的方法以增進品質	discrete	numeric-1.0	205	0	-
5	ech5	主管5.該員工是良好創意構想的來源	discrete	numeric-1.0	205	0	-
6	ech6	主管6.該員工不懼怕承擔風險	discrete	numeric-1.0	205	0	-
7	ech7	主管7.該員工會向其他人宣導和擁護自己的想法	discrete	numeric-1.0	205	0	-
8	ech8	主管8.當機會來臨時，該員工會在工作上展現出創造力	discrete	numeric-1.0	205	0	-
9	ech9	主管9.該員工會擬定適當的計畫和時間表以履行新想法	discrete	numeric-1.0	205	0	-
10	ech10	主管10.該員工時常產生創新的想法	discrete	numeric-1.0	205	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
11	ech11	主管11.該員工會針對問題提出創新的解決方案	discrete	numeric-1.0	205	0	-
12	ech12	主管12.該員工經常採用新穎的方法去解決問題	discrete	numeric-1.0	205	0	-
13	ech13	主管13.該員工在執行工作任務時會提出新的方式	discrete	numeric-1.0	205	0	-

Group 員工創造力(自評)

#	Name	Label	Type	Format	Valid	Invalid	Question
1	ecs1	員工1.我會提出新的方法以達成目標	discrete	numeric-1.0	205	0	-
2	ecs2	員工2.我會提出新穎且實用的想法以改善績效	discrete	numeric-1.0	205	0	-
3	ecs3	員工3.我會主動尋找新的科技 流程 技術和(或)產品的構想	discrete	numeric-1.0	205	0	-
4	ecs4	員工4.我會提出新的方法以增進品質	discrete	numeric-1.0	205	0	-
5	ecs5	員工5.我是良好創意構想的來源	discrete	numeric-1.0	205	0	-
6	ecs6	員工6.我不懼怕承擔風險	discrete	numeric-1.0	205	0	-
7	ecs7	員工7.我會向其他人宣導和擁護自己的想法	discrete	numeric-1.0	205	0	-
8	ecs8	員工8.當機會來臨時, 我會在工作上展現出創造力	discrete	numeric-1.0	205	0	-
9	ecs9	員工9.我會擬定適當的計畫和時間表以履行新想法	discrete	numeric-1.0	205	0	-
10	ecs10	員工10.我時常產生創新的想法	discrete	numeric-1.0	205	0	-
11	ecs11	員工11.我會針對問題提出創新的解決方案	discrete	numeric-1.0	205	0	-
12	ecs12	員工12.我經常採用新穎的方法去解決問題	discrete	numeric-1.0	205	0	-
13	ecs13	員工13.我在執行工作任務時會提出新的方式	discrete	numeric-1.0	205	0	-

Group 員工探知動機(自評)

#	Name	Label	Type	Format	Valid	Invalid	Question
1	eem1	員工1.當我處於一個無法預測的情境中, 會使我感到心煩	discrete	numeric-1.0	205	0	-
2	eem2	員工2.當遇到打斷我日常生活的事情時, 我不會感到煩惱	discrete	numeric-1.0	205	0	-
3	eem3	員工3.我喜愛清楚 有條理的生活方式	discrete	numeric-1.0	205	0	-
4	eem4	員工4.我喜歡將每一樣東西收納在固定的位置	discrete	numeric-1.0	205	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
5	eem5	員工5.我喜愛自動自發的感覺	discrete	numeric-1.0	205	0	-
6	eem6	員工6.我認為井然有序的規律生活讓我感到枯燥乏味	discrete	numeric-1.0	205	0	-
7	eem7	員工7.我不喜歡不確定的情境	discrete	numeric-1.0	205	0	-
8	eem8	員工8.我不喜歡在最後一刻改變我的計畫	discrete	numeric-1.0	205	0	-
9	eem9	員工9.我不喜歡和難以預測的人相處	discrete	numeric-1.0	205	0	-
10	eem10	員工10.我發現有規律的生活讓我更能享受人生	discrete	numeric-1.0	205	0	-
11	eem11	員工11.當面臨不可預測的情境，會使我感到興奮	discrete	numeric-1.0	205	0	-
12	eem12	員工12.當處在規則不明朗的情況下，我會感到不安	discrete	numeric-1.0	205	0	-

Group 員工經驗開放(自評)

#	Name	Label	Type	Format	Valid	Invalid	Question
1	eoel	員工1.即使別人自願幫助我，我仍傾向獨立完成工作	discrete	numeric-1.0	205	0	-
2	eoel2	員工2.在允許我能夠發揮創造力以表現的環境下，我會做得最好	discrete	numeric-1.0	205	0	-
3	eoel3	員工3.我很清楚不同的社交場合對我的期待	discrete	numeric-1.0	205	0	-
4	eoel4	員工4.我能很快地連結因果關係(思路很清晰)	discrete	numeric-1.0	205	0	-
5	eoel5	員工5.我通常可以在事情發展前就預測到結果	discrete	numeric-1.0	205	0	-

Group 主管自戀(員工評主管)

#	Name	Label	Type	Format	Valid	Invalid	Question
1	snh1	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(1)	discrete	numeric-1.0	205	0	-
2	snh2	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(2)	discrete	numeric-1.0	205	0	-
3	snh3	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(3)	discrete	numeric-1.0	205	0	-
4	snh4	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(4)	discrete	numeric-1.0	205	0	-
5	snh5	請依照日常對於直屬主管的瞭解程度，選出一個最	discrete	numeric-1.0	205	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		符合該主管信念或感受的說法(5)					
6	snh6	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(6)	discrete	numeric-1.0	205	0	-
7	snh7	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(7)	discrete	numeric-1.0	205	0	-
8	snh8	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(8)	discrete	numeric-1.0	205	0	-
9	snh9	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(9)	discrete	numeric-1.0	205	0	-
10	snh10	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(10)	discrete	numeric-1.0	205	0	-
11	snh11	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(11)	discrete	numeric-1.0	205	0	-
12	snh12	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(12)	discrete	numeric-1.0	205	0	-
13	snh13	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(13)	discrete	numeric-1.0	205	0	-
14	snh14	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(14)	discrete	numeric-1.0	205	0	-
15	snh15	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(15)	discrete	numeric-1.0	205	0	-
16	snh16	請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(16)	discrete	numeric-1.0	205	0	-

Group 主管幽默(員工評主管)

#	Name	Label	Type	Format	Valid	Invalid	Question
1	sh1	員工1.在承受壓力的時候，我的主管喜歡用幽默來減輕壓力。	discrete	numeric-1.0	205	0	-
2	sh2	員工2.為了雙方好，我的主管喜歡用有趣的故事來彌合紛爭。	discrete	numeric-1.0	205	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
3	sh3	員工3.若當下太嚴肅的話，我的主管會用自嘲的方式來化解。	discrete	numeric-1.0	205	0	-
4	sh4	員工4.我的主管喜歡用逗趣的故事來平息衝突。	discrete	numeric-1.0	205	0	-
5	sh5	員工5.我的主管總是善用智慧來化敵為友。	discrete	numeric-1.0	205	0	-

Variables Description

Dataset contains 95 variable(s)

File : data

v1: 受試者編號

Information [Type= discrete] [Format=character] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0003		1	0.5%
22		1	0.5%
3197317		1	0.5%
3199660		1	0.5%
AKM6387		1	0.5%
AO		1	0.5%
Amy		1	0.5%
B1-1		1	0.5%
B1-2		1	0.5%
B1-3		1	0.5%
B1-4		1	0.5%
B2-1		1	0.5%
B2-2		1	0.5%
B2-3		1	0.5%
B2-4		1	0.5%
B3-1		1	0.5%
B3-2		1	0.5%
B3-3		1	0.5%
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B4-2		1	0.5%
B4-3		1	0.5%
B5-1		1	0.5%
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B5-3		1	0.5%
B5-4		1	0.5%
B5-5		1	0.5%
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C1-3		1	0.5%
C1-4		1	0.5%
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C2-2		1	0.5%
C3-1		1	0.5%
C3-2		1	0.5%
C4-1		1	0.5%
C4-2		1	0.5%
C5-1		1	0.5%
C5-2		1	0.5%
D-1		1	0.5%
D-2		1	0.5%
D-3		1	0.5%

File : data

v1: 受試者編號

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D-5		1	0.5%
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Donna01		1	0.5%
Donna02		1	0.5%
Donna03		1	0.5%
Duan01		1	0.5%
Duan02		1	0.5%
E1-1		1	0.5%
E1-2		1	0.5%
E1-3		1	0.5%
E1-4		1	0.5%
E2-1		1	0.5%
E2-2		1	0.5%
E2-3		1	0.5%
E2-4		1	0.5%
E2-5		1	0.5%
Emily		1	0.5%
Hao		1	0.5%
I1		1	0.5%
I10		1	0.5%
I11		1	0.5%
I12-1		1	0.5%
I12-2		1	0.5%
I13-1		1	0.5%
I13-2		1	0.5%
I14-1		1	0.5%
I14-2		1	0.5%
I2		1	0.5%
I3		1	0.5%
I4		1	0.5%
I5		1	0.5%
I6		1	0.5%
I7		1	0.5%
I8		1	0.5%
I9		1	0.5%
Jef		1	0.5%
M01-1		1	0.5%
M01-2		1	0.5%
M01-3		1	0.5%
M02-1		1	0.5%
M02-2		1	0.5%
M02-3		1	0.5%

File : data

v1: 受試者編號

Value	Label	Cases	Percentage
M04-1		1	0.5%
M04-2		1	0.5%
M04-3		1	0.5%
M05-1		1	0.5%
M05-2		1	0.5%
M05-3		1	0.5%
M06-1		1	0.5%
M06-2		1	0.5%
M07-1		1	0.5%
Moe		1	0.5%
Q1-1		1	0.5%
Q1-2		1	0.5%
Q1-3		1	0.5%
Q10-1		1	0.5%
Q10-2		1	0.5%
Q2-1		1	0.5%
Q2-2		1	0.5%
Q2-3		1	0.5%
Q2-4		1	0.5%
Q3-1		1	0.5%
Q3-2		1	0.5%
Q3-3		1	0.5%
Q3-4		1	0.5%
Q4-1		1	0.5%
Q4-2		1	0.5%
Q4-3		1	0.5%
Q4-4		1	0.5%
Q5-1		1	0.5%
Q5-2		1	0.5%
Q5-3		1	0.5%
Q5-4		1	0.5%
Q6-1		1	0.5%
Q6-2		1	0.5%
Q6-3		1	0.5%
Q6-4		1	0.5%
Q7-1		1	0.5%
Q7-2		1	0.5%
Q8-1		1	0.5%
Q8-2		1	0.5%
Q8-3		1	0.5%
Q9-1		1	0.5%
R10-1		1	0.5%
R10-2		1	0.5%

File : data

v1: 受試者編號

Value	Label	Cases	Percentage
R10-3		1	0.5%
R10-4		1	0.5%
R10-5		1	0.5%
R5-3		1	0.5%
R5-4		1	0.5%
R5-5		1	0.5%
R6-1		1	0.5%
R6-2		1	0.5%
R6-3		1	0.5%
R6-4		1	0.5%
R7-1		1	0.5%
R7-2		1	0.5%
R7-3		1	0.5%
R7-4		1	0.5%
R7-5		1	0.5%
R8-1		1	0.5%
R8-2		1	0.5%
R8-3		1	0.5%
R9-1		1	0.5%
R9-2		1	0.5%
R9-3		1	0.5%
R9-4		1	0.5%
R9-5		1	0.5%
Ro1-1		1	0.5%
Ro1-2		1	0.5%
Ro1-3		1	0.5%
Ro1-5		1	0.5%
Ro1-6		1	0.5%
Ro2-1		1	0.5%
Ro2-2		1	0.5%
Ro2-3		1	0.5%
Ro2-4		1	0.5%
Ro2-5		1	0.5%
Ro3-1		1	0.5%
Ro3-3		1	0.5%
Ro3-4		1	0.5%
Ro3-5		1	0.5%
Ro4-1		1	0.5%
Ro4-2		1	0.5%
Ro4-3		1	0.5%
Ro4-4		1	0.5%
Ro4-5		1	0.5%
S		1	0.5%

File : data

v1: 受試者編號

Value	Label	Cases	Percentage
Safu		1	0.5%
Sh3-1		1	0.5%
Sh3-2		1	0.5%
Sh3-3		1	0.5%
U1		1	0.5%
U2		1	0.5%
U3		1	0.5%
U4		1	0.5%
Wei		1	0.5%
XX-1		1	0.5%
XX-2		1	0.5%
XX-33		1	0.5%
Ye-1		1	0.5%
Ye-2		1	0.5%
Ye-3		1	0.5%
Yn1-1		1	0.5%
Yn1-2		1	0.5%
Yn1-3		1	0.5%
Yn1-4		1	0.5%
Yn1-5		1	0.5%
Yn1-6		1	0.5%
Yn2-1		1	0.5%
Yn2-2		1	0.5%
Yn2-3		1	0.5%
Yn2-4		1	0.5%
Yn2-5		1	0.5%
Yn3-1		1	0.5%
Yn3-2		1	0.5%
Yn3-3		1	0.5%
Yn3-4		1	0.5%
Yn3-5		1	0.5%
Yn3-6		1	0.5%
sanxia		1	0.5%
trista02		1	0.5%
trista0729		1	0.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v2: 主管碼

Information	[Type= continuous] [Format=numeric] [Range= 1-82] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=126 /-] [Mean=42.304 /-] [StdDev=23.756 /-]

v3: 主管性別

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

File : data

v3: 主管性別

Value	Label	Cases	Percentage
1	男性	102	49.8%
2	女性	103	50.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v4: 主管年齡

Information [Type= continuous] [Format=numeric] [Range= 23-61] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-] [Mean=38.346 /-] [StdDev=10.254 /-]

v5: 主管教育程度

Information [Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	高中職以下	16	7.8%
2	專科	24	11.7%
3	大學	145	70.7%
4	碩士以上	20	9.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v6: 主管婚姻狀況

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	未婚	81	39.5%
2	已婚	124	60.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v7: 主管在目前公司服務的年資

Information [Type= continuous] [Format=numeric] [Range= 3-384] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-] [Mean=152.849 /-] [StdDev=105.177 /-]

v8: 主管所屬部門

Information [Type= discrete] [Format=numeric] [Range= 1-18] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	研發	14	6.8%
2	設計	37	18.0%
3	行銷	22	10.7%
4	業務	37	18.0%
5	人力資源	4	2.0%
6	財務	8	3.9%
7	會計	5	2.4%
8	資訊	4	2.0%
9	秘書	0	
10	行政幕僚	6	2.9%
11	公關	0	

File : data

v8: 主管所屬部門

Value	Label	Cases	Percentage
12	總務	1	0.5%
13	品管	9	4.4%
14	客服	11	5.4%
15	法務	2	1.0%
16	工程、技術	13	6.3%
17	生產、製造	24	11.7%
18	其他	8	3.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v9: 員工性別

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	男性	91	44.4%
2	女性	114	55.6%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v10: 員工年齡

Information	[Type= continuous] [Format=numeric] [Range= 18-58] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-] [Mean=30.829 /-] [StdDev=9.11 /-]

v11: 員工教育程度

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	高中職以下	20	9.8%
2	專科	25	12.2%
3	大學	145	70.7%
4	碩士以上	15	7.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v12: 員工婚姻狀況

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	未婚	146	71.2%
2	已婚	59	28.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v13: 員工在目前公司服務的年資

Information	[Type= continuous] [Format=numeric] [Range= 1-360] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-] [Mean=63.21 /-] [StdDev=73.404 /-]

v14: 與配對主管共事和相處的時間

Information	[Type= continuous] [Format=numeric] [Range= 2-360] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-] [Mean=40.317 /-] [StdDev=53.143 /-]

File : data

v15: 員工所屬部門

Information	[Type= discrete] [Format=numeric] [Range= 1-18] [Missing=*]
--------------------	-------------------------------------------------------------

Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	研發	13	6.3%
2	設計	38	18.5%
3	行銷	21	10.2%
4	業務	35	17.1%
5	人力資源	5	2.4%
6	財務	5	2.4%
7	會計	11	5.4%
8	資訊	3	1.5%
9	秘書	0	
10	行政幕僚	11	5.4%
11	公關	0	
12	總務	2	1.0%
13	品管	11	5.4%
14	客服	10	4.9%
15	法務	2	1.0%
16	工程、技術	12	5.9%
17	生產、製造	22	10.7%
18	其他	4	2.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns1: 根據日常的工作情形, 何者最符合您的信念或感受(1)

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
--------------------	------------------------------------------------------------

Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
0	非自戀	129	62.9%
1	自戀	76	37.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns2: 根據日常的工作情形, 何者最符合您的信念或感受(2)

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
--------------------	------------------------------------------------------------

Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
0	非自戀	158	77.1%
1	自戀	47	22.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns3: 根據日常的工作情形, 何者最符合您的信念或感受(3)

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
--------------------	------------------------------------------------------------

Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
0	非自戀	131	63.9%
1	自戀	74	36.1%

File : data

sns3: 根據日常的工作情形, 何者最符合您的信念或感受(3)

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns4: 根據日常的工作情形, 何者最符合您的信念或感受(4)

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非自戀	140	68.3%
1	自戀	65	31.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns5: 根據日常的工作情形, 何者最符合您的信念或感受(5)

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非自戀	157	76.6%
1	自戀	48	23.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns6: 根據日常的工作情形, 何者最符合您的信念或感受(6)

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非自戀	129	62.9%
1	自戀	76	37.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns7: 根據日常的工作情形, 何者最符合您的信念或感受(7)

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非自戀	88	42.9%
1	自戀	117	57.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns8: 根據日常的工作情形, 何者最符合您的信念或感受(8)

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非自戀	50	24.4%
1	自戀	155	75.6%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns9: 根據日常的工作情形, 何者最符合您的信念或感受(9)

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

File : data

sns9: 根據日常的工作情形, 何者最符合您的信念或感受(9)

Value	Label	Cases	Percentage
0	非自戀	177	86.3%
1	自戀	28	13.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns10: 根據日常的工作情形, 何者最符合您的信念或感受(10)

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]		
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	非自戀	76	37.1%
1	自戀	129	62.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns11: 根據日常的工作情形, 何者最符合您的信念或感受(11)

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]		
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	非自戀	121	59.0%
1	自戀	84	41.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns12: 根據日常的工作情形, 何者最符合您的信念或感受(12)

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]		
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	非自戀	167	81.5%
1	自戀	38	18.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns13: 根據日常的工作情形, 何者最符合您的信念或感受(13)

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]		
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	非自戀	170	82.9%
1	自戀	35	17.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns14: 根據日常的工作情形, 何者最符合您的信念或感受(14)

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]		
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0	非自戀	76	37.1%
1	自戀	129	62.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data

sns15: 根據日常的工作情形, 何者最符合您的信念或感受(15)

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非自戀	171	83.4%
1	自戀	34	16.6%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sns16: 根據日常的工作情形, 何者最符合您的信念或感受(16)

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非自戀	146	71.2%
1	自戀	59	28.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech1: 主管1.該員工會提出新的方法以達成目標

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	13	6.3%
3	沒意見	55	26.8%
4	同意	119	58.0%
5	非常同意	17	8.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech2: 主管2.該員工會提出新穎且實用的想法以改善績效

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	13	6.3%
3	沒意見	80	39.0%
4	同意	93	45.4%
5	非常同意	18	8.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech3: 主管3.該員工會主動尋找新的科技 流程 技術和(或)產品的構想

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	19	9.3%
3	沒意見	79	38.5%
4	同意	92	44.9%

File : data

ech3: 主管3.該員工會主動尋找新的科技 流程 技術和(或)產品的構想

Value	Label	Cases	Percentage
5	非常同意	14	6.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech4: 主管4.該員工會提出新的方法以增進品質

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	16	7.8%
3	沒意見	77	37.6%
4	同意	87	42.4%
5	非常同意	25	12.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech5: 主管5.該員工是良好創意構想的來源

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	21	10.2%
3	沒意見	73	35.6%
4	同意	96	46.8%
5	非常同意	14	6.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech6: 主管6.該員工不懼怕承擔風險

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.0%
2	不同意	32	15.6%
3	沒意見	73	35.6%
4	同意	72	35.1%
5	非常同意	26	12.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech7: 主管7.該員工會向其他人宣導和擁護自己的想法

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	22	10.7%
3	沒意見	67	32.7%
4	同意	95	46.3%
5	非常同意	21	10.2%

File : data

ech7: 主管7.該員工會向其他人宣導和擁護自己的想法

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech8: 主管8.當機會來臨時，該員工會在工作上展現出創造力

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	17	8.3%
3	沒意見	66	32.2%
4	同意	85	41.5%
5	非常同意	36	17.6%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech9: 主管9.該員工會擬定適當的計畫和時間表以履行新想法

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.5%
2	不同意	14	6.8%
3	沒意見	74	36.1%
4	同意	96	46.8%
5	非常同意	18	8.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech10: 主管10.該員工時常產生創新的想法

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.0%
2	不同意	16	7.8%
3	沒意見	88	42.9%
4	同意	82	40.0%
5	非常同意	17	8.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech11: 主管11.該員工會針對問題提出創新的解決方案

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.0%
2	不同意	16	7.8%
3	沒意見	83	40.5%
4	同意	80	39.0%
5	非常同意	24	11.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : data

ech12: 主管12.該員工經常採用新穎的方法去解決問題

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.0%
2	不同意	24	11.7%
3	沒意見	85	41.5%
4	同意	78	38.0%
5	非常同意	16	7.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ech13: 主管13.該員工在執行工作任務時會提出新的方式

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	15	7.3%
3	沒意見	68	33.2%
4	同意	98	47.8%
5	非常同意	23	11.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ecs1: 員工1.我會提出新的方法以達成目標

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	9	4.4%
3	沒意見	59	28.8%
4	同意	101	49.3%
5	非常同意	36	17.6%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ecs2: 員工2.我會提出新穎且實用的想法以改善績效

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	6	2.9%
3	沒意見	66	32.2%
4	同意	100	48.8%
5	非常同意	33	16.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ecs3: 員工3.我會主動尋找新的科技 流程 技術和(或)產品的構想

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

File : data

ecs3: 員工3.我會主動尋找新的科技 流程 技術和(或)產品的構想

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	9	4.4%
3	沒意見	63	30.7%
4	同意	108	52.7%
5	非常同意	25	12.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ecs4: 員工4.我會提出新的方法以增進品質

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	2.4%
3	沒意見	56	27.3%
4	同意	111	54.1%
5	非常同意	33	16.1%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ecs5: 員工5.我是良好創意構想的來源

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	14	6.8%
3	沒意見	103	50.2%
4	同意	77	37.6%
5	非常同意	10	4.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ecs6: 員工6.我不懼怕承擔風險

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	30	14.6%
3	沒意見	73	35.6%
4	同意	79	38.5%
5	非常同意	22	10.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ecs7: 員工7.我會向其他人宣導和擁護自己的想法**Information** [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	10	4.9%
3	沒意見	71	34.6%
4	同意	106	51.7%
5	非常同意	18	8.8%

*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.***# ecs8: 員工8.當機會來臨時，我會在在工作上展現出創造力****Information** [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	6	2.9%
3	沒意見	58	28.3%
4	同意	115	56.1%
5	非常同意	26	12.7%

*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.***# ecs9: 員工9.我會擬定適當的計畫和時間表以履行新想法****Information** [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	8	3.9%
3	沒意見	74	36.1%
4	同意	112	54.6%
5	非常同意	11	5.4%

*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.***# ecs10: 員工10.我時常產生創新的想法****Information** [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	17	8.3%
3	沒意見	114	55.6%
4	同意	65	31.7%
5	非常同意	9	4.4%

*Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.***# ecs11: 員工11.我會針對問題提出創新的解決方案****Information** [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=205 /-] [Invalid=0 /-]

ecs11: 員工11.我會針對問題提出創新的解決方案

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	8	3.9%
3	沒意見	74	36.1%
4	同意	113	55.1%
5	非常同意	10	4.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ecs12: 員工12.我經常採用新穎的方法去解決問題

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	17	8.3%
3	沒意見	96	46.8%
4	同意	82	40.0%
5	非常同意	10	4.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

ecs13: 員工13.我在執行工作任務時會提出新的方式

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.5%
2	不同意	7	3.4%
3	沒意見	80	39.0%
4	同意	106	51.7%
5	非常同意	9	4.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem1: 員工1.當我處於一個無法預測的情境中，會使我感到心煩

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	44	21.5%
2	不同意	92	44.9%
3	沒意見	39	19.0%
4	同意	25	12.2%
5	非常同意	5	2.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem2: 員工2.當遇到打斷我日常生活的事情時，我不會感到煩惱

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	3.4%
2	不同意	57	27.8%

eem2: 員工2.當遇到打斷我日常生活的事情時，我不會感到煩惱

Value	Label	Cases	Percentage
3	沒意見	59	28.8%
4	同意	63	30.7%
5	非常同意	19	9.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem3: 員工3.我喜愛清楚 有條理的生活方式

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	41	20.0%
2	不同意	101	49.3%
3	沒意見	44	21.5%
4	同意	13	6.3%
5	非常同意	6	2.9%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem4: 員工4.我喜歡將每一樣東西收納在固定的位置

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	45	22.0%
2	不同意	74	36.1%
3	沒意見	61	29.8%
4	同意	21	10.2%
5	非常同意	4	2.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem5: 員工5.我喜愛自動自發的感覺

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	35	17.1%
2	不同意	94	45.9%
3	沒意見	60	29.3%
4	同意	11	5.4%
5	非常同意	5	2.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem6: 員工6.我認為井然有序的規律生活讓我感到枯燥乏味

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	24	11.7%
2	不同意	66	32.2%
3	沒意見	72	35.1%
4	同意	39	19.0%

eem6: 員工6.我認為井然有序的規律生活讓我感到枯燥乏味

Value	Label	Cases	Percentage
5	非常同意	4	2.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem7: 員工7.我不喜歡不確定的情境

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	41	20.0%
2	不同意	92	44.9%
3	沒意見	44	21.5%
4	同意	24	11.7%
5	非常同意	4	2.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem8: 員工8.我不喜歡在最後一刻改變我的計畫

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	52	25.4%
2	不同意	87	42.4%
3	沒意見	41	20.0%
4	同意	23	11.2%
5	非常同意	2	1.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem9: 員工9.我不喜歡和難以預測的人相處

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	44	21.5%
2	不同意	78	38.0%
3	沒意見	56	27.3%
4	同意	22	10.7%
5	非常同意	5	2.4%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

eem10: 員工10.我發現有規律的生活讓我更能享受人生

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	22	10.7%
2	不同意	80	39.0%
3	沒意見	67	32.7%
4	同意	32	15.6%
5	非常同意	4	2.0%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

# eem11: 員工11.當面臨不可預測的情境, 會使我感到興奮			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	9	4.4%
2	不同意	38	18.5%
3	沒意見	108	52.7%
4	同意	43	21.0%
5	非常同意	7	3.4%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# eem12: 員工12.當處在規則不明朗的情況下, 我會感到不安			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	23	11.2%
2	不同意	100	48.8%
3	沒意見	58	28.3%
4	同意	22	10.7%
5	非常同意	2	1.0%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# eoe1: 員工1.即使別人自願幫助我, 我仍傾向獨立完成工作			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	37	18.0%
3	沒意見	74	36.1%
4	同意	80	39.0%
5	非常同意	13	6.3%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# eoe2: 員工2.在允許我能夠發揮創造力以表現的環境下, 我會做得最好			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	1	0.5%
2	不同意	7	3.4%
3	沒意見	54	26.3%
4	同意	116	56.6%
5	非常同意	27	13.2%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# eoe3: 員工3.我很清楚不同的社交場合對我的期待			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	

# eoe3: 員工3.我很清楚不同的社交場合對我的期待			
Value	Label	Cases	Percentage
1	非常不同意	3	1.5%
2	不同意	15	7.3%
3	沒意見	80	39.0%
4	同意	89	43.4%
5	非常同意	18	8.8%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# eoe4: 員工4.我能很快地連結因果關係(思路很清晰)			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	2	1.0%
2	不同意	13	6.3%
3	沒意見	76	37.1%
4	同意	97	47.3%
5	非常同意	17	8.3%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# eoe5: 員工5.我通常可以在事情發展前就預測到結果			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	2	1.0%
2	不同意	23	11.2%
3	沒意見	87	42.4%
4	同意	80	39.0%
5	非常同意	13	6.3%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh1: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(1)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	75	36.6%
1	自戀	130	63.4%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh2: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(2)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	152	74.1%
1	自戀	53	25.9%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh3: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(3)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	

# snh3: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(3)			
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	137	66.8%
1	自戀	68	33.2%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh4: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(4)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	135	65.9%
1	自戀	70	34.1%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh5: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(5)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	140	68.3%
1	自戀	65	31.7%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh6: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(6)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	128	62.4%
1	自戀	77	37.6%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh7: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(7)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	81	39.5%
1	自戀	124	60.5%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh8: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(8)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	43	21.0%
1	自戀	162	79.0%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh9: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(9)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	

# snh9: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(9)			
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	149	72.7%
1	自戀	56	27.3%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh10: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(10)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	56	27.3%
1	自戀	149	72.7%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh11: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(11)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	107	52.2%
1	自戀	98	47.8%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh12: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(12)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	146	71.2%
1	自戀	59	28.8%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh13: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(13)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	179	87.3%
1	自戀	26	12.7%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh14: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(14)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	
Statistics [NW/ W]		[Valid=205 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
0	非自戀	77	37.6%
1	自戀	128	62.4%
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			
# snh15: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(15)			
Information		[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]	

snh15: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(15)

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非自戀	150	73.2%
1	自戀	55	26.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

snh16: 請依照日常對於直屬主管的瞭解程度，選出一個最符合該主管信念或感受的說法(16)

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非自戀	147	71.7%
1	自戀	58	28.3%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sh1: 員工1.在承受壓力的時候，我的主管喜歡用幽默來減輕壓力。

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	3.4%
2	不同意	24	11.7%
3	沒意見	74	36.1%
4	同意	73	35.6%
5	非常同意	27	13.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sh2: 員工2.為了雙方好，我的主管喜歡用有趣的故事來彌合紛爭。

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	2.0%
2	不同意	26	12.7%
3	沒意見	69	33.7%
4	同意	84	41.0%
5	非常同意	22	10.7%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sh3: 員工3.若當下太嚴肅的話，我的主管會用自嘲的方式來化解。

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	10	4.9%
2	不同意	30	14.6%
3	沒意見	71	34.6%
4	同意	78	38.0%
5	非常同意	16	7.8%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sh4: 員工4.我的主管喜歡用逗趣的故事來平息衝突。

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	2.9%
2	不同意	24	11.7%
3	沒意見	74	36.1%
4	同意	80	39.0%
5	非常同意	21	10.2%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

sh5: 員工5.我的主管總是善用智慧來化敵為友。

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]

Statistics [NW/ W] [Valid=205 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	3.4%
2	不同意	17	8.3%
3	沒意見	77	37.6%
4	同意	66	32.2%
5	非常同意	38	18.5%

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.