

台灣 (Taiwan, ROC)

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主管之眼：高績效受害者現象之探討

Study Documentation

May 31, 2019

Metadata Production

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主管之眼：高績效受害者現象之探討

The Eye of Boss: The Study of High-Performing Victim Syndrome

Overview

Identification	E10530
Version	Production Date: 2019-08-01 1
Abstract	
<p>本研究目的在探討職場高績效部屬受害現象，說明主管在面對高績效部屬時，會引發認定威脅的心理，如此使得高績效部屬產生受害者感受。再者也探討產生高績效受害者現象的邊際條件，說明主管心理集體性與知覺部屬逢迎在績效表現-受害者感受間的調節角色。最後，探討高績效受害者與個人結果變項(樂在工作與負向八卦)間的關係，說明受害者感受對高績效部屬工作態度與工作行為的影響效果。</p> <p>本研究採對偶(dyad)測量方式蒐集資料，共獲得231份有效問卷，結果發現主管認同威脅中介部屬工作績效與高績效受害間的關係，且高績效受害與主管導向的負向八卦呈顯著正相關，而主管心理集體性與知覺部屬逢迎的調節效果則不顯著。整體而言，本研究支持部屬的高工作績效會激起主管的認同威脅，產生高績效受害與負向八卦行為。</p>	
Kind of Data	抽查
Unit of Analysis	個人

Scope & Coverage

Time Period(s)	2016-2017
Countries	台灣 (Taiwan, ROC)
Geographic Coverage	
台灣地區	
Universe	
多種產業(如製造業、服務業及高科技產業)	

Producers & Sponsors

Primary Investigator(s)	郭建志, 國立政治大學心理學系
Other Producer(s)	國立政治大學心理學系
Funding Agency/ies	科技部

Data Collection

Data Collection Dates	start 2016-12-01 end 2017-05-10
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資料整理方式，僅進行可識別個人身份資料檢查，且依計畫原提供之檔案內容釋出，未對變項名稱、變項及選項數值說明與問卷是否一致或有定義進行核對或修改。

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)	國立政治大學心理學系

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	231
# Variable(s)	34

Variables Group(s)

Dataset contains 3 group(s)

Group 基本資料							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	V1	編號	discrete	character-27	231	0	-
2	V2	主管編號	discrete	character-27	231	0	-
3	V3	員工編號	discrete	character-27	231	0	-
4	G	性別	discrete	numeric-12.0	230	1	-
5	E	教育程度	discrete	numeric-12.0	228	3	-
6	Y	年紀	continuous	numeric-12.0	229	2	-
7	OT	年資	continuous	numeric-12.0	218	13	-

Group 主管評部屬							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	SP1	這位部屬比我帶領過的其他部屬來的優秀。	discrete	numeric-12.1	231	0	-
2	SP2	整體看來，這位部屬的工作表很傑出。	discrete	numeric-12.1	231	0	-
3	SP3	整體看來，我個人認為這位部屬的辦事效率很好。	discrete	numeric-12.1	231	0	-
4	SP4	整體看來，這位部屬可以有效率的完成其工作角色職責。	discrete	numeric-12.1	231	0	-
5	TH1	這位部屬讓我覺得我在組織中的聲望遭受威脅。	discrete	numeric-12.1	231	0	-
6	TH2	這位部屬讓我覺得我在組織中的地位遭受威脅。	discrete	numeric-12.1	231	0	-
7	TH3	這位部屬讓我覺得我在組織中的重要性遭受威脅。	discrete	numeric-12.1	231	0	-
8	CI1	在我所屬的單位有好表現時我會覺得很自豪，即便我不是單位成功的主要原因。	discrete	numeric-12.1	231	0	-
9	CI2	如果我被我所屬的單位或團隊選為代表，我會感到非常驕傲。	discrete	numeric-12.1	231	0	-
10	CI3	身為團隊的一份子，我關心的是團隊整體，而不是那些喜歡我或是我喜歡的團隊中個別成員。	discrete	numeric-12.1	231	0	-
11	PS1	這位部屬跟我在很多事情上的看法是相同的。	discrete	numeric-12.1	231	0	-
12	PS2	這位部屬跟我用相似的方法處理問題。	discrete	numeric-12.1	231	0	-
13	PS3	這位部屬跟我用相似的方式分析問題。	discrete	numeric-12.1	231	0	-
14	NG1	我會談論同仁在工作表現不佳的相關話題。	discrete	numeric-12.1	231	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
15	NG2	我會談論同仁工作上態度散漫的相關話題。	discrete	numeric-12.1	231	0	-
16	NG3	我會談論同仁擅於做表面功夫的話題。	discrete	numeric-12.1	231	0	-
17	NG4	我會談論同仁在工作上待人處事缺乏圓融，與人相處有嫌隙等。	discrete	numeric-12.1	231	0	-
18	NG5	我會談論同仁未能遵守職業倫理的話題(如：收回饋或洩漏公司機密)。	discrete	numeric-12.1	231	0	-
19	NG6	我會談論同仁在工作上亂發脾氣等情緒管理不佳的話題。	discrete	numeric-12.1	231	0	-

Group 部屬評主管

#	Name	Label	Type	Format	Valid	Invalid	Question
1	O1	我的直屬主管在我工作時忽略我。	discrete	numeric-12.1	231	0	-
2	O2	在工作時，我的直屬主管會迴避我。	discrete	numeric-12.1	231	0	-
3	O3	在工作時，我的直屬主管拒絕跟我交談。	discrete	numeric-12.1	231	0	-
4	O4	在工作時，我的直屬主管對待我的方式會讓我覺得我好像不存在。	discrete	numeric-12.1	231	0	-
5	WB1	我生活中的大多面相都很接近我的理想。	discrete	numeric-12.1	231	0	-
6	WB2	到目前為止，我已經得到我想在生活中追尋的重要事物。	discrete	numeric-12.1	231	0	-
7	WS1	整體來說，我非常滿意我的工作。	discrete	numeric-12.1	231	0	-
8	WS2	整體來說，我能從我目前的工作上得到成就感。	discrete	numeric-12.1	231	0	-

Variables Description

Dataset contains 34 variable(s)

File : data

V1: 編號

Information [Type= discrete] [Format=character] [Missing=*]**Statistics [NW/ W]** [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
10.		1	0.4%
100		1	0.4%
101		1	0.4%
102		1	0.4%
103		1	0.4%
104		1	0.4%
105		1	0.4%
106		1	0.4%
107		1	0.4%
108		1	0.4%
109		1	0.4%
11.		1	0.4%
110		1	0.4%
111		1	0.4%
112		1	0.4%
113		1	0.4%
114		1	0.4%
115		1	0.4%
116		1	0.4%
117		1	0.4%
118		1	0.4%
119		1	0.4%
12.		1	0.4%
120		1	0.4%
121		1	0.4%
122		1	0.4%
123		1	0.4%
124		1	0.4%
125		1	0.4%
126		1	0.4%
127		1	0.4%
128		1	0.4%
129		1	0.4%
13.		1	0.4%
130		1	0.4%
131		1	0.4%
132		1	0.4%
133		1	0.4%
134		1	0.4%
135		1	0.4%
136		1	0.4%

File : data

V1: 編號

Value	Label	Cases	Percentage
137		1	0.4%
138		1	0.4%
139		1	0.4%
14.		1	0.4%
140		1	0.4%
141		1	0.4%
142		1	0.4%
143		1	0.4%
144		1	0.4%
145		1	0.4%
146		1	0.4%
147		1	0.4%
148		1	0.4%
149		1	0.4%
15.		1	0.4%
150		1	0.4%
151		1	0.4%
152		1	0.4%
153		1	0.4%
154		1	0.4%
155		1	0.4%
156		1	0.4%
157		1	0.4%
158		1	0.4%
159		1	0.4%
160		1	0.4%
162		1	0.4%
163		1	0.4%
164		1	0.4%
166		1	0.4%
167		1	0.4%
168		1	0.4%
169		1	0.4%
170		1	0.4%
171		1	0.4%
172		1	0.4%
173		1	0.4%
174		1	0.4%
175		1	0.4%
176		1	0.4%
177		1	0.4%
178		1	0.4%
179		1	0.4%

File : data

V1: 編號

Value	Label	Cases	Percentage
18.		1	0.4%
180		1	0.4%
181		1	0.4%
182		1	0.4%
183		1	0.4%
185		1	0.4%
186		1	0.4%
187		1	0.4%
188		1	0.4%
189		1	0.4%
19.		1	0.4%
192		1	0.4%
193		1	0.4%
194		1	0.4%
195		1	0.4%
196		1	0.4%
197		1	0.4%
198		1	0.4%
199		1	0.4%
200		1	0.4%
201		1	0.4%
202		1	0.4%
203		1	0.4%
204		1	0.4%
205		1	0.4%
208		1	0.4%
209		1	0.4%
210		1	0.4%
211		1	0.4%
212		1	0.4%
213		1	0.4%
214		1	0.4%
215		1	0.4%
216		1	0.4%
217		1	0.4%
219		1	0.4%
22.		1	0.4%
220		1	0.4%
221		1	0.4%
222		1	0.4%
224		1	0.4%
225		1	0.4%
226		1	0.4%

File : data

V1: 編號

Value	Label	Cases	Percentage
228		1	0.4%
229		1	0.4%
23.		1	0.4%
230		1	0.4%
231		1	0.4%
232		1	0.4%
233		1	0.4%
234		1	0.4%
235		1	0.4%
236		1	0.4%
237		1	0.4%
238		1	0.4%
239		1	0.4%
24.		1	0.4%
240		1	0.4%
243		1	0.4%
244		1	0.4%
245		1	0.4%
247		1	0.4%
248		1	0.4%
249		1	0.4%
25.		1	0.4%
250		1	0.4%
251		1	0.4%
252		1	0.4%
253		1	0.4%
254		1	0.4%
255		1	0.4%
256		1	0.4%
257		1	0.4%
258		1	0.4%
259		1	0.4%
26.		1	0.4%
260		1	0.4%
261		1	0.4%
262		1	0.4%
28.		1	0.4%
29.		1	0.4%
3.		1	0.4%
30.		1	0.4%
31.		1	0.4%
34.		1	0.4%
35.		1	0.4%

File : data

V1: 編號

Value	Label	Cases	Percentage
36.		1	0.4%
37.		1	0.4%
38.		1	0.4%
39.		1	0.4%
4.		1	0.4%
41.		1	0.4%
42.		1	0.4%
43.		1	0.4%
44.		1	0.4%
46.		1	0.4%
47.		1	0.4%
49.		1	0.4%
5.		1	0.4%
50.		1	0.4%
51.		1	0.4%
52.		1	0.4%
53.		1	0.4%
54.		1	0.4%
55.		1	0.4%
56.		1	0.4%
57.		1	0.4%
58.		1	0.4%
59.		1	0.4%
6.		1	0.4%
60.		1	0.4%
61.		1	0.4%
62.		1	0.4%
63.		1	0.4%
64.		1	0.4%
65.		1	0.4%
66.		1	0.4%
67.		1	0.4%
69.		1	0.4%
7.		1	0.4%
70.		1	0.4%
71.		1	0.4%
73.		1	0.4%
74.		1	0.4%
75.		1	0.4%
76.		1	0.4%
77.		1	0.4%
78.		1	0.4%
79.		1	0.4%

File : data

V1: 編號

Value	Label	Cases	Percentage
80.		1	0.4%
81.		1	0.4%
82.		1	0.4%
83.		1	0.4%
84.		1	0.4%
85.		1	0.4%
86.		1	0.4%
87.		1	0.4%
88.		1	0.4%
89.		1	0.4%
92.		1	0.4%
93.		1	0.4%
94.		1	0.4%
95.		1	0.4%
96.		1	0.4%
97.		1	0.4%
98.		1	0.4%
99.		1	0.4%

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.

V2: 主管編號

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

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
10.		2	0.9%
100		1	0.4%
102		2	0.9%
103		2	0.9%
104		2	0.9%
105		2	0.9%
106		2	0.9%
107		2	0.9%
108		2	0.9%
110		1	0.4%
111		2	0.9%
112		2	0.9%
113		1	0.4%
114		1	0.4%
115		1	0.4%
116		1	0.4%
117		1	0.4%
118		2	0.9%
119		2	0.9%
12.		2	0.9%

File : data

V2: 主管編號

Value	Label	Cases	Percentage
120		1	0.4%
121		2	0.9%
122		1	0.4%
123		2	0.9%
124		2	0.9%
125		2	0.9%
126		2	0.9%
127		2	0.9%
128		2	0.9%
13.		2	0.9%
130		2	0.9%
131		1	0.4%
132		2	0.9%
133		2	0.9%
134		2	0.9%
135		2	0.9%
136		2	0.9%
137		2	0.9%
138		2	0.9%
139		2	0.9%
14.		1	0.4%
15.		2	0.9%
16.		2	0.9%
18.		2	0.9%
19.		2	0.9%
2.		1	0.4%
20.		2	0.9%
21.		1	0.4%
22.		2	0.9%
23.		1	0.4%
24.		2	0.9%
25.		1	0.4%
26.		2	0.9%
27.		2	0.9%
28.		2	0.9%
29.		2	0.9%
3.		2	0.9%
30.		1	0.4%
31.		1	0.4%
32.		2	0.9%
33.		2	0.9%
34.		2	0.9%
35.		2	0.9%

File : data

V2: 主管編號

Value	Label	Cases	Percentage
36.		1	0.4%
37.		2	0.9%
38.		1	0.4%
39.		2	0.9%
4.		2	0.9%
40.		2	0.9%
41.		2	0.9%
42.		2	0.9%
43.		2	0.9%
44.		2	0.9%
45.		2	0.9%
46.		1	0.4%
47.		1	0.4%
49.		2	0.9%
50.		2	0.9%
51.		2	0.9%
52.		2	0.9%
53.		2	0.9%
54.		2	0.9%
55.		2	0.9%
56.		2	0.9%
57.		2	0.9%
58.		2	0.9%
59.		2	0.9%
6.		2	0.9%
60.		2	0.9%
61.		2	0.9%
62.		2	0.9%
63.		2	0.9%
64.		2	0.9%
65.		2	0.9%
66.		2	0.9%
67.		1	0.4%
68.		1	0.4%
69.		1	0.4%
7.		2	0.9%
70.		1	0.4%
71.		2	0.9%
72.		2	0.9%
73.		2	0.9%
74.		2	0.9%
75.		2	0.9%
76.		2	0.9%

File : data

V2: 主管編號

Value	Label	Cases	Percentage
77.		2	0.9%
78.		2	0.9%
79.		2	0.9%
8.		2	0.9%
80.		2	0.9%
81.		2	0.9%
82.		2	0.9%
83.		2	0.9%
84.		2	0.9%
85.		1	0.4%
86.		2	0.9%
87.		1	0.4%
88.		2	0.9%
89.		2	0.9%
90.		2	0.9%
91.		2	0.9%
92.		2	0.9%
93.		2	0.9%
94.		2	0.9%
95.		2	0.9%
96.		2	0.9%
97.		1	0.4%
98.		2	0.9%
99.		1	0.4%

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.

V3: 員工編號

Value	Label	Cases	Percentage
003		1	0.4%
004		1	0.4%
005		1	0.4%
006		1	0.4%
007		1	0.4%
010		1	0.4%
011		1	0.4%
012		1	0.4%
013		1	0.4%
014		1	0.4%
015		1	0.4%
018		1	0.4%
019		1	0.4%
022		1	0.4%

File : data

V3: 員工編號

Value	Label	Cases	Percentage
023		1	0.4%
024		1	0.4%
025		1	0.4%
026		1	0.4%
028		1	0.4%
029		1	0.4%
030		1	0.4%
031		1	0.4%
034		1	0.4%
035		1	0.4%
036		1	0.4%
037		1	0.4%
038		1	0.4%
039		1	0.4%
041		1	0.4%
042		1	0.4%
043		1	0.4%
044		1	0.4%
046		1	0.4%
047		1	0.4%
049		1	0.4%
050		1	0.4%
051		1	0.4%
052		1	0.4%
053		1	0.4%
054		1	0.4%
055		1	0.4%
056		1	0.4%
057		1	0.4%
058		1	0.4%
059		1	0.4%
060		1	0.4%
061		1	0.4%
062		1	0.4%
063		1	0.4%
064		1	0.4%
065		1	0.4%
066		1	0.4%
067		1	0.4%
069		1	0.4%
070		1	0.4%
071		1	0.4%
073		1	0.4%

File : data

V3: 員工編號

Value	Label	Cases	Percentage
074		1	0.4%
075		1	0.4%
076		1	0.4%
077		1	0.4%
078		1	0.4%
079		1	0.4%
080		1	0.4%
081		1	0.4%
082		1	0.4%
083		1	0.4%
084		1	0.4%
085		1	0.4%
086		1	0.4%
087		1	0.4%
088		1	0.4%
089		1	0.4%
092		1	0.4%
093		1	0.4%
094		1	0.4%
095		1	0.4%
096		1	0.4%
097		1	0.4%
098		1	0.4%
099		1	0.4%
100		1	0.4%
101		1	0.4%
102		1	0.4%
103		1	0.4%
104		1	0.4%
105		1	0.4%
106		1	0.4%
107		1	0.4%
108		1	0.4%
109		1	0.4%
110		1	0.4%
111		1	0.4%
112		1	0.4%
113		1	0.4%
114		1	0.4%
115		1	0.4%
116		1	0.4%
117		1	0.4%
118		1	0.4%

File : data

V3: 員工編號

Value	Label	Cases	Percentage
119		1	0.4%
120		1	0.4%
121		1	0.4%
122		1	0.4%
123		1	0.4%
124		1	0.4%
125		1	0.4%
126		1	0.4%
127		1	0.4%
128		1	0.4%
129		1	0.4%
130		1	0.4%
131		1	0.4%
132		1	0.4%
133		1	0.4%
134		1	0.4%
135		1	0.4%
136		1	0.4%
137		1	0.4%
138		1	0.4%
139		1	0.4%
140		1	0.4%
141		1	0.4%
142		1	0.4%
143		1	0.4%
144		1	0.4%
145		1	0.4%
146		1	0.4%
147		1	0.4%
148		1	0.4%
149		1	0.4%
150		1	0.4%
151		1	0.4%
152		1	0.4%
153		1	0.4%
154		1	0.4%
155		1	0.4%
156		1	0.4%
157		1	0.4%
158		1	0.4%
159		1	0.4%
160		1	0.4%
162		1	0.4%

File : data

V3: 員工編號

Value	Label	Cases	Percentage
163		1	0.4%
164		1	0.4%
166		1	0.4%
167		1	0.4%
168		1	0.4%
169		1	0.4%
170		1	0.4%
171		1	0.4%
172		1	0.4%
173		1	0.4%
174		1	0.4%
175		1	0.4%
176		1	0.4%
177		1	0.4%
178		1	0.4%
179		1	0.4%
180		1	0.4%
181		1	0.4%
182		1	0.4%
183		1	0.4%
185		1	0.4%
186		1	0.4%
187		1	0.4%
188		1	0.4%
189		1	0.4%
192		1	0.4%
193		1	0.4%
194		1	0.4%
195		1	0.4%
196		1	0.4%
197		1	0.4%
198		1	0.4%
199		1	0.4%
200		1	0.4%
201		1	0.4%
202		1	0.4%
203		1	0.4%
204		1	0.4%
205		1	0.4%
208		1	0.4%
209		1	0.4%
210		1	0.4%
211		1	0.4%

File : data

V3: 員工編號

Value	Label	Cases	Percentage
212		1	0.4%
213		1	0.4%
214		1	0.4%
215		1	0.4%
216		1	0.4%
217		1	0.4%
219		1	0.4%
220		1	0.4%
221		1	0.4%
222		1	0.4%
224		1	0.4%
225		1	0.4%
226		1	0.4%
228		1	0.4%
229		1	0.4%
230		1	0.4%
231		1	0.4%
232		1	0.4%
233		1	0.4%
234		1	0.4%
235		1	0.4%
236		1	0.4%
237		1	0.4%
238		1	0.4%
239		1	0.4%
240		1	0.4%
243		1	0.4%
244		1	0.4%
245		1	0.4%
247		1	0.4%
248		1	0.4%
249		1	0.4%
250		1	0.4%
251		1	0.4%
252		1	0.4%
253		1	0.4%
254		1	0.4%
255		1	0.4%
256		1	0.4%
257		1	0.4%
258		1	0.4%
259		1	0.4%
260		1	0.4%

File : data

V3: 員工編號

Value	Label	Cases	Percentage
261		1	0.4%
262		1	0.4%

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.

G: 性別

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=230 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	男	105	45.7%
2	女	125	54.3%
Systemmiss		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.

E: 教育程度

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=228 /-] [Invalid=3 /-]

Value	Label	Cases	Percentage
1	國中或以下	1	0.4%
2	高中、高職	25	11.0%
3	大學專科	179	78.5%
4	研究所以上	23	10.1%
Systemmiss		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.

Y: 年紀

Information	[Type= continuous] [Format=numeric] [Range= 21-58] [Missing=*]
Statistics [NW/ W]	[Valid=229 /-] [Invalid=2 /-] [Mean=34.939 /-] [StdDev=8.385 /-]

OT: 年資

Information	[Type= continuous] [Format=numeric] [Range= 0-31] [Missing=*]
Statistics [NW/ W]	[Valid=218 /-] [Invalid=13 /-] [Mean=7.188 /-] [StdDev=7.383 /-]

SP1: 這位部屬比我帶領過的其他部屬來的優秀。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	2.2%
2	不同意	18	7.8%
3	有點不同意	46	19.9%
4	有點同意	63	27.3%
5	同意	81	35.1%
6	非常同意	18	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.

SP2: 整體看來，這位部屬的工作表很傑出。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
--------------------	--

File : data

SP2: 整體看來，這位部屬的工作表很傑出。

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	2.6%
2	不同意	9	3.9%
3	有點不同意	38	16.5%
4	有點同意	64	27.7%
4.2565217391304		1	0.4%
5	同意	93	40.3%
6	非常同意	20	8.7%

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.

SP3: 整體看來，我個人認為這位部屬的辦事效率很好。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.3%
2	不同意	13	5.6%
3	有點不同意	33	14.3%
4	有點同意	59	25.5%
5	同意	102	44.2%
6	非常同意	21	9.1%

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.

SP4: 整體看來，這位部屬可以有效率的完成其工作角色職責。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.3%
2	不同意	11	4.8%
3	有點不同意	27	11.7%
4	有點同意	59	25.5%
5	同意	109	47.2%
6	非常同意	22	9.5%

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.

TH1: 這位部屬讓我覺得我在組織中的聲望遭受威脅。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	61	26.4%
2	不同意	82	35.5%
3	有點不同意	46	19.9%
4	有點同意	29	12.6%
5	同意	12	5.2%
6	非常同意	1	0.4%

File : data

TH1: 這位部屬讓我覺得我在組織中的聲望遭受威脅。

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.

TH2: 這位部屬讓我覺得我在組織中的地位遭受威脅。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	70	30.3%
2	不同意	86	37.2%
3	有點不同意	46	19.9%
4	有點同意	20	8.7%
5	同意	8	3.5%
6	非常同意	1	0.4%

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.

TH3: 這位部屬讓我覺得我在組織中的重要性遭受威脅。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	74	32.0%
2	不同意	77	33.3%
3	有點不同意	51	22.1%
4	有點同意	16	6.9%
5	同意	13	5.6%
6	非常同意	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.

O1: 我的直屬主管在我工作時忽略我。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	27	11.7%
2	不同意	77	33.3%
3	有點不同意	68	29.4%
4	有點同意	45	19.5%
5	同意	12	5.2%
6	非常同意	2	0.9%

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.

O2: 在工作時，我的直屬主管會迴避我。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	75	32.5%
2	不同意	81	35.1%
2.1565217391304		1	0.4%
3	有點不同意	49	21.2%

File : data

O2: 在工作時, 我的直屬主管會迴避我。

Value	Label	Cases	Percentage
4	有點同意	16	6.9%
5	同意	6	2.6%
6	非常同意	3	1.3%

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.

O3: 在工作時, 我的直屬主管拒絕跟我交談。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	80	34.6%
2	不同意	88	38.1%
2.0262008733624		2	0.9%
3	有點不同意	43	18.6%
4	有點同意	13	5.6%
5	同意	3	1.3%
6	非常同意	2	0.9%

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.

O4: 在工作時, 我的直屬主管對待我的方式會讓我覺得我好像不存在。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	69	29.9%
2	不同意	79	34.2%
2.2401746724890		2	0.9%
3	有點不同意	56	24.2%
4	有點同意	12	5.2%
5	同意	8	3.5%
6	非常同意	5	2.2%

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.

CI1: 在我所屬的單位有好表現時我會覺得很自豪, 即便我不是單位成功的主要原因。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	0.9%
3	有點不同意	4	1.7%
4	有點同意	32	13.9%
5	同意	108	46.8%
5.1652173913043		1	0.4%
6	非常同意	84	36.4%

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.

File : data

CI2: 如果我被我所屬的單位或團隊選為代表，我會感到非常驕傲。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.9%
2	不同意	0	
3	有點不同意	7	3.0%
4	有點同意	32	13.9%
5	同意	98	42.4%
6	非常同意	92	39.8%

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.

CI3: 身為團隊的一份子，我關心的是團隊整體，而不是那些喜歡我或是我喜歡的團隊中個別成員。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.7%
2	不同意	2	0.9%
3	有點不同意	2	0.9%
4	有點同意	20	8.7%
5	同意	103	44.6%
6	非常同意	100	43.3%

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.

PS1: 這位部屬跟我在很多事情上的看法是相同的。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	2.6%
2	不同意	13	5.6%
3	有點不同意	47	20.3%
4	有點同意	73	31.6%
4.0524017467248		2	0.9%
5	同意	77	33.3%
6	非常同意	13	5.6%

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.

PS2: 這位部屬跟我用相似的方法處理問題。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	2.6%
2	不同意	19	8.2%
3	有點不同意	49	21.2%
4	有點同意	72	31.2%
5	同意	74	32.0%

File : data

PS2: 這位部屬跟我用相似的方法處理問題。

Value	Label	Cases	Percentage
6	非常同意	11	4.8%

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.

PS3: 這位部屬跟我用相似的方式分析問題。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	2.6%
2	不同意	22	9.5%
3	有點不同意	49	21.2%
4	有點同意	69	29.9%
5	同意	73	31.6%
6	非常同意	12	5.2%

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.

WB1: 我生活中的大多面相都很接近我的理想。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	13	5.6%
3	有點不同意	57	24.7%
4	有點同意	105	45.5%
5	同意	50	21.6%
6	非常同意	5	2.2%

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.

WB2: 到目前為止, 我已經得到我想在生活中追尋的重要事物。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	12	5.2%
2	不同意	50	21.6%
3	有點不同意	60	26.0%
4	有點同意	65	28.1%
5	同意	37	16.0%
6	非常同意	7	3.0%

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.

WS1: 整體來說, 我非常滿意我的工作。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.3%
2	不同意	14	6.1%

File : data

WS1: 整體來說，我非常滿意我的工作。

Value	Label	Cases	Percentage
3	有點不同意	37	16.0%
4	有點同意	91	39.4%
5	同意	72	31.2%
6	非常同意	14	6.1%

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.

WS2: 整體來說，我能從我目前的工作上得到成就感。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.9%
2	不同意	9	3.9%
3	有點不同意	34	14.7%
4	有點同意	89	38.5%
5	同意	81	35.1%
6	非常同意	16	6.9%

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.

NG1: 我會談論同仁在工作表現不佳的相關話題。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	17	7.4%
2	不同意	47	20.3%
3	有點不同意	45	19.5%
3.4235807860262		2	0.9%
4	有點同意	66	28.6%
5	同意	50	21.6%
6	非常同意	4	1.7%

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.

NG2: 我會談論同仁工作上態度散漫的相關話題。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	10	4.3%
2	不同意	31	13.4%
3	有點不同意	57	24.7%
4	有點同意	80	34.6%
5	同意	49	21.2%
6	非常同意	4	1.7%

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.

NG3: 我會談論同仁擅於做表面功夫的話題。

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
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File : data

NG3: 我會談論同仁擅於做表面功夫的話題。

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	12	5.2%
2	不同意	44	19.0%
3	有點不同意	69	29.9%
3.3391304347826		1	0.4%
4	有點同意	71	30.7%
5	同意	27	11.7%
6	非常同意	7	3.0%

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.

NG4: 我會談論同仁在工作上待人處事缺乏圓融，與人相處有嫌隙等。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	12	5.2%
2	不同意	34	14.7%
3	有點不同意	57	24.7%
3.5458515283842		2	0.9%
4	有點同意	77	33.3%
5	同意	41	17.7%
6	非常同意	8	3.5%

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.

NG5: 我會談論同仁未能遵守職業倫理的話題(如：收回饋或洩漏公司機密)。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	25	10.8%
2	不同意	50	21.6%
3	有點不同意	63	27.3%
4	有點同意	54	23.4%
5	同意	30	13.0%
6	非常同意	9	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.

NG6: 我會談論同仁在工作上亂發脾氣等情緒管理不佳的話題。

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	16	6.9%
2	不同意	31	13.4%
3	有點不同意	54	23.4%
3.5913043478260		1	0.4%
4	有點同意	65	28.1%

File : data

NG6: 我會談論同仁在工作上亂發脾氣等情緒管理不佳的話題。

Value	Label	Cases	Percentage
5	同意	58	25.1%
6	非常同意	6	2.6%

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.