

台灣 (Taiwan, ROC)

郭建志, 國立政治大學心理學系

誰會被排擠?組織中低績效表現者之研究

Study Documentation

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Table of Contents

<u>Overview</u>	4
<u>Scope & Coverage</u>	4
<u>Producers & Sponsors</u>	4
<u>Sampling</u>	4
<u>Data Collection</u>	4
<u>Data Processing & Appraisal</u>	5
<u>Accessibility</u>	5
<u>Files Description</u>	6
<u>data</u>	6
<u>Variables Group(s)</u>	7
<u>主管評部屬能幹程度</u>	7
<u>同理關注</u>	7
<u>部屬自評能幹程度</u>	7
<u>部屬組織導向自尊</u>	8
<u>負向回饋尋求行為</u>	8
<u>職場排擠</u>	8
<u>主管評部屬能幹程度(後測)</u>	9
<u>基本資料</u>	9
<u>Variables Description</u>	11
<u>data</u>	12

誰會被排擠?組織中低績效表現者之研究

Who Is Ostracized? A Study of Low-Performance Employees Within Organizations

Overview

Identification	E10631
Version	Production Date: 2020-11-03 1
Abstract	
<p>本研究立基相對剝奪理論與自我一致性理論，提出績效導向的職場排擠觀點。同時，本研究也提出負向回饋尋求行為與主管同理關注兩個調節變項，用來說明在不同情境下，它們和個人績效表現與職場排擠、組織導向自尊間的關係。</p> <p>本研究以企業界多種產業之主管與員工為母體，以便利取樣方式取樣，並實施對偶的二階段測量。共計完成159對(主管與員工)有效樣本。研究結果發現個人績效表現與職場排擠、組織導向自尊間的關係並不受調節變項影響，而低績效表現並不能顯著預測職場排擠的發生，但它會透過組織導向自尊的降低來影響後續的個人績效。</p>	
Kind of Data	抽查
Unit of Analysis	個人

Scope & Coverage

Time Period(s)	2018
Countries	台灣 (Taiwan, ROC)
Geographic Coverage	
臺灣地區	
Universe	
企業界多種產業之主管與員工	

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

Sampling

Sampling Procedure

本研究以便利性取樣的方式來蒐集資料，為了擴大研究結果的可類推性，研究者選擇多種產業來進行施測。

Data Collection

Data Collection Dates	start 2018-04-02 end 2018-07-12
Time Period(s)	start 2017-08-01 end 2018-10-31
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。

Other Processing

在蒐集資料時，本研究採對偶的二階段測量方式，將問卷分為由主管填答/部屬自身填答兩種來源。第一次施測時對偶的主管與部屬自身皆填答，第二次施測時由主管填答，如此可降低共同方法變異的影響。

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	159
# Variable(s)	65

Variables Group(s)

Dataset contains 8 group(s)

Group 主管評部屬能幹程度							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	sbc1	該部屬在工作上付出的努力程度,與同事相比來的更多	discrete	numeric-1.0	159	0	-
2	sbc2	整體來說,該部屬的工作品質與同事相比來的更好	discrete	numeric-1.0	159	0	-
3	sbc3	整體來說,該部屬完成的工作量與同事相比來的更多	discrete	numeric-1.0	159	0	-
4	sbc4	整體來說,該部屬在工作上所展現的創造力與同事相比來的更高,例如產生原創點子及有效方法的頻率	discrete	numeric-1.0	159	0	-
5	sbc5	與同事相比,該部屬更願意作出自身工作範疇之外的貢獻	discrete	numeric-1.0	159	0	-

Group 同理關注							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	sec1	當我看到有人被利用時,我會想要保護他	discrete	numeric-1.0	159	0	-
2	sec2	當有人受到不公平的對待時,有時我不會特別同情他們(反向題)	discrete	numeric-1.0	159	0	-
3	sec3	對於不幸的人我會特別關注	discrete	numeric-1.0	159	0	-
4	sec4	我會形容自己是一個心軟的人	discrete	numeric-1.0	159	0	-
5	sec5	有時我不會因為別人遇到困難而感到遺憾(反向題)	discrete	numeric-1.0	159	0	-
6	sec6	他人的不幸通常不會困擾我太多(反向題)	discrete	numeric-1.0	159	0	-
7	sec7	我經常對發生在我周遭的事情有所感觸	discrete	numeric-1.0	159	0	-

Group 部屬自評能幹程度							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	bbc1	我在工作上付出的努力程度,與同事相比來的更多	discrete	numeric-1.0	159	0	-
2	bbc2	整體來說,我的工作品質與同事相比來的更好	discrete	numeric-1.0	159	0	-
3	bbc3	整體來說,我完成的工作量與同事相比來的更多	discrete	numeric-1.0	159	0	-
4	bbc4	整體來說,我在工作上所展現的創造力與同事相比來的更高,例如產生原創點子及有效方法的頻率	discrete	numeric-1.0	159	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
5	bbc5	與同事相比,我更願意作出自身工作範疇之外的貢獻	discrete	numeric-1.0	159	0	-

Group 部屬組織導向自尊

#	Name	Label	Type	Format	Valid	Invalid	Question
1	boe1	在公司裡,我掌控一切	discrete	numeric-1.0	159	0	-
2	boe2	在公司裡,我被認真對待	discrete	numeric-1.0	159	0	-
3	boe3	在公司裡,我是重要的	discrete	numeric-1.0	159	0	-
4	boe4	在公司裡,我受到信任	discrete	numeric-1.0	159	0	-
5	boe5	在公司裡,我感到自信	discrete	numeric-1.0	159	0	-
6	boe6	在公司裡,我可以有所作為	discrete	numeric-1.0	159	0	-
7	boe7	在公司裡,我是有價值的	discrete	numeric-1.0	159	0	-
8	boe8	在公司裡,我是有用的	discrete	numeric-1.0	159	0	-
9	boe9	在公司裡,我是有效能的	discrete	numeric-1.0	159	0	-
10	boe10	在公司裡,我具有合作能力	discrete	numeric-1.0	159	0	-

Group 負向回饋尋求行為

#	Name	Label	Type	Format	Valid	Invalid	Question
1	bnfs1	我會主動尋問主管或同事我在整體績效表現上是否有不足之處	discrete	numeric-1.0	159	0	-
2	bnfs2	我會主動尋問主管或同事我在特定技能表現上是否有不足之處	discrete	numeric-1.0	159	0	-
3	bnfs3	我會主動尋問主管或同事我在工作角色實踐上是否有與他們期待不合的部分	discrete	numeric-1.0	159	0	-
4	bnfs4	我會主動尋問主管或同事我在公司中的社交行為是否有不恰當的地方	discrete	numeric-1.0	159	0	-
5	bnfs5	我會主動尋問主管或同事我是否有不適合公司價值與態度的表現	discrete	numeric-1.0	159	0	-

Group 職場排擠

#	Name	Label	Type	Format	Valid	Invalid	Question
1	boo1	我在公司裡受到他人忽視	discrete	numeric-1.0	159	0	-
2	boo2	當我走進某個區域時,其他人會自動避開我	discrete	numeric-1.0	159	0	-
3	boo3	在公司裡,沒有人會回應我的問候	discrete	numeric-1.0	159	0	-
4	boo4	在公司裡,我總是一個人用餐	discrete	numeric-1.0	159	0	-
5	boo5	在公司裡,別人會刻意避開我	discrete	numeric-1.0	159	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
6	boo6	我注意到公司裡的其他人不會和我對到眼	discrete	numeric-1.0	159	0	-
7	boo7	公司裡的其他人會盡快結束和我的談話	discrete	numeric-1.0	159	0	-
8	boo8	公司裡的其他人拒絕與我說話	discrete	numeric-1.0	159	0	-
9	boo9	公司裡的其他人對待我的方式像是我根本不存在	discrete	numeric-1.0	159	0	-
10	boo10	當公司裡的其他人外出買東西時,不會邀請我或問我想要買什麼	discrete	numeric-1.0	159	0	-
11	boo11	我總是能參與公司成員間的對話(反向題)	discrete	numeric-1.0	159	0	-
12	boo12	公司裡的其他人不再與我說話	discrete	numeric-1.0	159	0	-
13	boo13	我必須主動開啟談話才有辦法成為公司的一份子	discrete	numeric-1.0	159	0	-

Group 主管評部屬能幹程度(後測)

#	Name	Label	Type	Format	Valid	Invalid	Question
1	t2sbc1	該部屬在工作上付出的努力程度,與同事相比來的更多	discrete	numeric-1.0	159	0	-
2	t2sbc2	整體來說,該部屬的工作品質與同事相比來的更好	discrete	numeric-1.0	159	0	-
3	t2sbc3	整體來說,該部屬完成的工作量與同事相比來的更多	discrete	numeric-1.0	159	0	-
4	t2sbc4	整體來說,該部屬在工作上所展現的創造力與同事相比來的更高,例如產生原創點子及有效方法的頻率	discrete	numeric-1.0	159	0	-
5	t2sbc5	與同事相比,該部屬更願意作出自身工作範疇之外的貢獻	discrete	numeric-1.0	159	0	-

Group 基本資料

#	Name	Label	Type	Format	Valid	Invalid	Question
1	v1	主管性別	discrete	numeric-1.0	159	0	-
2	v2	主管教育程度	discrete	numeric-1.0	150	9	-
3	v3	主管年齡	discrete	numeric-1.0	157	2	-
4	v4	主管目前組織年資	continuous	numeric-5.2	159	0	-
5	v5	主管該職級年資	continuous	numeric-5.2	159	0	-
6	v6	與該部屬共識時間	continuous	numeric-5.2	153	6	-
7	v7	組織總員工數	discrete	numeric-1.0	158	1	-
8	v8	公司產業類型	discrete	numeric-2.0	159	0	-
9	v9	部屬性別	discrete	numeric-1.0	153	6	-
10	v10	部屬教育程度	discrete	numeric-1.0	150	9	-

#	Name	Label	Type	Format	Valid	Invalid	Question
11	v11	部屬年齡	discrete	numeric-1.0	156	3	-
12	v12	部屬目前組織年資	continuous	numeric-5.2	156	3	-
13	v13	部屬該職級年資	continuous	numeric-5.2	155	4	-
14	v14	主管績效排名	discrete	numeric-1.0	159	0	-
15	v15	部屬績效排名	discrete	numeric-1.0	159	0	-

Variables Description

Dataset contains 65 variable(s)

File : data

sbc1: 該部屬在工作上付出的努力程度,與同事相比來的更多

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	1.9%
3	有點不同意	15	9.4%
4	有點同意	34	21.4%
5	同意	84	52.8%
6	非常同意	23	14.5%

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.

sbc2: 整體來說,該部屬的工作品質與同事相比來的更好

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	1	0.6%
3	有點不同意	13	8.2%
4	有點同意	44	27.7%
5	同意	80	50.3%
6	非常同意	21	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.

sbc3: 整體來說,該部屬完成的工作量與同事相比來的更多

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	9	5.7%
3	有點不同意	18	11.3%
4	有點同意	45	28.3%
5	同意	66	41.5%
6	非常同意	21	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.

sbc4: 整體來說,該部屬在工作上所展現的創造力與同事相比來的更高,例如產生原創點子及有效方法的頻率

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	6	3.8%
3	有點不同意	28	17.6%
4	有點同意	45	28.3%
4.3248407643312		2	1.3%
5	同意	60	37.7%

File : data

sbc4: 整體來說, 該部屬在工作上所展現的創造力與同事相比來的更高, 例如產生原創點子及有效方法的頻率

Value	Label	Cases	Percentage
6	非常同意	17	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.

sbc5: 與同事相比, 該部屬更願意作出自身工作範疇之外的貢獻

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
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Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	4	2.5%
3	有點不同意	17	10.7%
4	有點同意	36	22.6%
4.6923076923076		3	1.9%
5	同意	60	37.7%
6	非常同意	38	23.9%

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.

sec1: 當我看到有人被利用時, 我會想要保護他

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

Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	1.3%
3	有點不同意	1	0.6%
4	有點同意	44	27.7%
4.8535031847133		2	1.3%
5	同意	81	50.9%
6	非常同意	29	18.2%

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.

sec2: 當有人受到不公平的對待時, 有時我不會特別同情他們(反向題)

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

Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	非常不同意	9	5.7%
2	不同意	34	21.4%
3	有點不同意	53	33.3%
3.1987179487179		3	1.9%
4	有點同意	41	25.8%
5	同意	15	9.4%
6	非常同意	4	2.5%

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.

sec3: 對於不幸的人我會特別關注

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
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Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]
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File : data

sec3: 對於不幸的人我會特別關注

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	2.5%
3	有點不同意	8	5.0%
4	有點同意	50	31.4%
4.6178343949044		2	1.3%
5	同意	77	48.4%
6	非常同意	18	11.3%

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.

sec4: 我會形容自己是一個心軟的人

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	1.9%
3	有點不同意	15	9.4%
4	有點同意	53	33.3%
4.5350318471337		2	1.3%
5	同意	67	42.1%
6	非常同意	19	11.9%

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.

sec5: 有時我不會因為別人遇到困難而感到遺憾(反向題)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	12	7.5%
2	不同意	30	18.9%
3	有點不同意	55	34.6%
3.1858974358974		3	1.9%
4	有點同意	39	24.5%
5	同意	16	10.1%
6	非常同意	4	2.5%

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.

sec6: 他人的不幸通常不會困擾我太多(反向題)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	8	5.0%
2	不同意	13	8.2%
3	有點不同意	50	31.4%
3.6178343949044		2	1.3%
4	有點同意	50	31.4%

File : data

sec6: 他人的不幸通常不會困擾我太多(反向題)

Value	Label	Cases	Percentage
5	同意	32	20.1%
6	非常同意	4	2.5%

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.

sec7: 我經常對發生在我周遭的事情有所感觸

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	有點不同意	8	5.0%
4	有點同意	54	34.0%
4.6794871794871		3	1.9%
5	同意	74	46.5%
6	非常同意	20	12.6%

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.

bbc1: 我在工作上付出的努力程度,與同事相比來的更多

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	6	3.8%
3	有點不同意	23	14.5%
4	有點同意	54	34.0%
4.2974683544303		1	0.6%
5	同意	63	39.6%
6	非常同意	11	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.

bbc2: 整體來說,我的工作品質與同事相比來的更好

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	5	3.1%
3	有點不同意	27	17.0%
4	有點同意	60	37.7%
4.1962025316455		1	0.6%
5	同意	59	37.1%
6	非常同意	6	3.8%

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.

bbc3: 整體來說,我完成的工作量與同事相比來的更多

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

bbc3: 整體來說,我完成的工作量與同事相比來的更多

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	9	5.7%
3	有點不同意	29	18.2%
4	有點同意	59	37.1%
4.1708860759493		1	0.6%
5	同意	48	30.2%
6	非常同意	13	8.2%

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.

bbc4: 整體來說,我在工作上所展現的創造力與同事相比來的更高,例如產生原創點子及有效方法的頻率

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	7	4.4%
3	有點不同意	26	16.4%
4	有點同意	71	44.7%
5	同意	50	31.4%
6	非常同意	5	3.1%

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.

bbc5: 與同事相比,我更願意作出自身工作範疇之外的貢獻

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	4	2.5%
3	有點不同意	20	12.6%
4	有點同意	53	33.3%
5	同意	65	40.9%
6	非常同意	16	10.1%

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.

boe1: 在公司裡,我掌控一切

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	19	11.9%
2	不同意	34	21.4%
3	有點不同意	56	35.2%
4	有點同意	31	19.5%
5	同意	15	9.4%
6	非常同意	4	2.5%

File : data

boe1: 在公司裡,我掌控一切

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.

boe2: 在公司裡,我被認真對待

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.9%
2	不同意	10	6.3%
3	有點不同意	27	17.0%
4	有點同意	62	39.0%
5	同意	44	27.7%
6	非常同意	13	8.2%

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.

boe3: 在公司裡,我是重要的

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	3.1%
2	不同意	10	6.3%
3	有點不同意	34	21.4%
3.9683544303797		1	0.6%
4	有點同意	58	36.5%
5	同意	38	23.9%
6	非常同意	13	8.2%

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.

boe4: 在公司裡,我受到信任

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.9%
2	不同意	5	3.1%
3	有點不同意	20	12.6%
4	有點同意	58	36.5%
5	同意	58	36.5%
6	非常同意	15	9.4%

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.

boe5: 在公司裡,我感到自信

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	2.5%
2	不同意	6	3.8%
3	有點不同意	23	14.5%

File : data

boe5: 在公司裡,我感到自信

Value	Label	Cases	Percentage
4	有點同意	61	38.4%
5	同意	58	36.5%
6	非常同意	7	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.

boe6: 在公司裡,我可以有所作為

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.3%
2	不同意	6	3.8%
3	有點不同意	27	17.0%
4	有點同意	62	39.0%
5	同意	55	34.6%
6	非常同意	7	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.

boe7: 在公司裡,我是有價值的

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	3.1%
3	有點不同意	15	9.4%
4	有點同意	63	39.6%
5	同意	63	39.6%
6	非常同意	13	8.2%

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.

boe8: 在公司裡,我是有用的

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	1.3%
3	有點不同意	12	7.5%
4	有點同意	68	42.8%
5	同意	61	38.4%
6	非常同意	16	10.1%

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.

boe9: 在公司裡,我是有效能的

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

File : data

boe9: 在公司裡,我是有效能的

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	2.5%
3	有點不同意	12	7.5%
4	有點同意	63	39.6%
5	同意	65	40.9%
6	非常同意	15	9.4%

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.

boe10: 在公司裡,我具有合作能力

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	有點不同意	6	3.8%
4	有點同意	39	24.5%
4.8797468354430		1	0.6%
5	同意	81	50.9%
6	非常同意	32	20.1%

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.

bnfs1: 我會主動尋問主管或同事我在整體績效表現上是否有不足之處

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	3.8%
2	不同意	41	25.8%
3	有點不同意	36	22.6%
4	有點同意	45	28.3%
5	同意	28	17.6%
6	非常同意	3	1.9%

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.

bnfs2: 我會主動尋問主管或同事我在特定技能表現上是否有不足之處

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	4.4%
2	不同意	43	27.0%
3	有點不同意	33	20.8%
4	有點同意	48	30.2%
5	同意	25	15.7%
6	非常同意	3	1.9%

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

bnfs3: 我會主動尋問主管或同事我在工作角色實踐上是否有與他們期待不合的部分

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	12	7.5%
2	不同意	42	26.4%
3	有點不同意	34	21.4%
4	有點同意	45	28.3%
5	同意	23	14.5%
6	非常同意	3	1.9%

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.

bnfs4: 我會主動尋問主管或同事我在公司中的社交行為是否有不恰當的地方

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	21	13.2%
2	不同意	45	28.3%
3	有點不同意	32	20.1%
4	有點同意	40	25.2%
5	同意	19	11.9%
6	非常同意	2	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.

bnfs5: 我會主動尋問主管或同事我是否有不適合公司價值與態度的表現

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	27	17.0%
2	不同意	42	26.4%
3	有點不同意	33	20.8%
4	有點同意	34	21.4%
5	同意	20	12.6%
6	非常同意	3	1.9%

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.

bool1: 我在公司裡受到他人忽視

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	38	23.9%
2	不同意	69	43.4%
3	有點不同意	28	17.6%
4	有點同意	15	9.4%
5	同意	8	5.0%
6	非常同意	1	0.6%

File : data

boo1: 我在公司裡受到他人忽視

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.

boo2: 當我走進某個區域時,其他人會自動避開我

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	93	58.5%
2	不同意	55	34.6%
3	有點不同意	5	3.1%
4	有點同意	3	1.9%
5	同意	3	1.9%
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.

boo3: 在公司裡,沒有人會回應我的問候

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	96	60.4%
2	不同意	53	33.3%
3	有點不同意	5	3.1%
4	有點同意	5	3.1%
5	同意	0	
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.

boo4: 在公司裡,我總是一個人用餐

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	83	52.2%
2	不同意	33	20.8%
3	有點不同意	15	9.4%
4	有點同意	10	6.3%
5	同意	12	7.5%
6	非常同意	6	3.8%

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.

boo5: 在公司裡,別人會刻意避開我

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	107	67.3%
2	不同意	42	26.4%
3	有點不同意	6	3.8%
4	有點同意	2	1.3%

File : data

boo5: 在公司裡, 別人會刻意避開我

Value	Label	Cases	Percentage
5	同意	2	1.3%
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.

boo6: 我注意到公司裡的其他人不會和我對到眼

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	82	51.6%
2	不同意	59	37.1%
3	有點不同意	12	7.5%
4	有點同意	4	2.5%
5	同意	1	0.6%
6	非常同意	1	0.6%

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.

boo7: 公司裡的其他人會盡快結束和我的談話

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	87	54.7%
2	不同意	58	36.5%
3	有點不同意	8	5.0%
4	有點同意	4	2.5%
5	同意	2	1.3%
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.

boo8: 公司裡的其他人拒絕與我說話

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	109	68.6%
2	不同意	42	26.4%
3	有點不同意	4	2.5%
4	有點同意	3	1.9%
5	同意	1	0.6%
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.

boo9: 公司裡的其他人對待我的方式像是我根本不存在

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	114	71.7%

File : data

boo9: 公司裡的其他人對待我的方式像是我根本不存在

Value	Label	Cases	Percentage
2	不同意	33	20.8%
3	有點不同意	10	6.3%
4	有點同意	0	
5	同意	2	1.3%
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.

boo10: 當公司裡的其他人外出買東西時, 不會邀請我或問我想要買什麼

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	92	57.9%
2	不同意	51	32.1%
3	有點不同意	7	4.4%
4	有點同意	6	3.8%
5	同意	3	1.9%
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.

boo11: 我總是能參與公司成員間的對話(反向題)

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.3%
2	不同意	2	1.3%
3	有點不同意	20	12.6%
4	有點同意	42	26.4%
5	同意	71	44.7%
6	非常同意	22	13.8%

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.

boo12: 公司裡的其他人不再與我說話

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	117	73.6%
2	不同意	31	19.5%
3	有點不同意	6	3.8%
4	有點同意	4	2.5%
5	同意	1	0.6%
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.

boo13: 我必須主動開啟談話才有辦法成為公司的一份子

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

boo13: 我必須主動開啟談話才有辦法成為公司的一份子

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	66	41.5%
2	不同意	51	32.1%
3	有點不同意	22	13.8%
4	有點同意	13	8.2%
5	同意	5	3.1%
6	非常同意	2	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.

t2sbc1: 該部屬在工作上付出的努力程度, 與同事相比來的更多

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	2.5%
3	有點不同意	12	7.5%
4	有點同意	41	25.8%
5	同意	85	53.5%
6	非常同意	17	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.

t2sbc2: 整體來說, 該部屬的工作品質與同事相比來的更好

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	1.9%
3	有點不同意	14	8.8%
4	有點同意	42	26.4%
5	同意	77	48.4%
6	非常同意	23	14.5%

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.

t2sbc3: 整體來說, 該部屬完成的工作量與同事相比來的更多

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

Statistics [NW/ W] [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	5	3.1%
3	有點不同意	22	13.8%
4	有點同意	45	28.3%
5	同意	67	42.1%
6	非常同意	19	11.9%

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

t2sbc4: 整體來說,該部屬在工作上所展現的創造力與同事相比來的更高,例如產生原創點子及有效方法的頻率

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]**Statistics [NW/ W]** [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	2.5%
3	有點不同意	29	18.2%
4	有點同意	50	31.4%
5	同意	57	35.8%
6	非常同意	19	11.9%

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.

t2sbc5: 與同事相比,該部屬更願意作出自身工作範疇之外的貢獻

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]**Statistics [NW/ W]** [Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	1	0.6%
3	有點不同意	12	7.5%
4	有點同意	47	29.6%
5	同意	63	39.6%
6	非常同意	35	22.0%

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.

# v1: 主管性別			
Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]	
Statistics [NW/ W]		[Valid=159 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	男	85	53.5%
2	女	74	46.5%
<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>			
# v2: 主管教育程度			
Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]	
Statistics [NW/ W]		[Valid=150 /-] [Invalid=9 /-]	
Value	Label	Cases	Percentage
1	國中或以下	11	7.3%
2	高中、高職	29	19.3%
3	大學專科	68	45.3%
4	研究所以上	42	28.0%
Sysmiss		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>			
# v3: 主管年齡			
Information		[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]	
Statistics [NW/ W]		[Valid=157 /-] [Invalid=2 /-]	
Value	Label	Cases	Percentage
1	25歲以下	2	1.3%
2	26到30歲	10	6.4%
3	31到35歲	27	17.2%
4	36到40歲	27	17.2%
5	41到45歲	36	22.9%
6	46到50歲	24	15.3%
7	51到55歲	18	11.5%
8	56歲以上	13	8.3%
Sysmiss		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>			
# v4: 主管目前組織年資			
Information		[Type= continuous] [Format=numeric] [Range= 0.2-34.2] [Missing=*]	
Statistics [NW/ W]		[Valid=159 /-] [Invalid=0 /-] [Mean=10.546 /-] [StdDev=7.61 /-]	
# v5: 主管該職級年資			
Information		[Type= continuous] [Format=numeric] [Range= 0.2-32] [Missing=*]	
Statistics [NW/ W]		[Valid=159 /-] [Invalid=0 /-] [Mean=6.01 /-] [StdDev=5.956 /-]	
# v6: 與該部屬共識時間			
Information		[Type= continuous] [Format=numeric] [Range= 0-27] [Missing=*]	
Statistics [NW/ W]		[Valid=153 /-] [Invalid=6 /-] [Mean=4.218 /-] [StdDev=4.795 /-]	
# v7: 組織總員工數			
Information		[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]	
Statistics [NW/ W]		[Valid=158 /-] [Invalid=1 /-]	

v7: 組織總員工數

Value	Label	Cases	Percentage
1	15人以下	30	19.0%
2	16到25人	11	7.0%
3	26到35人	15	9.5%
4	36到45人	24	15.2%
5	46到55人	15	9.5%
6	56到65人	29	18.4%
7	66到75人	10	6.3%
8	76人以上	24	15.2%
Sysmiss		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.

v8: 公司產業類型

Information	[Type= discrete] [Format=numeric] [Range= 1-12] [Missing=*]
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	資訊科技業	15	9.4%
2	金融保險相關業	45	28.3%
3	傳統製造業	40	25.2%
4	營造不動產業	0	
5	運輸物流業	3	1.9%
6	進出口貿易業	3	1.9%
7	出版文教業	4	2.5%
8	百貨零售門市業	12	7.5%
9	媒體廣告業	0	
10	餐飲旅遊娛樂業	9	5.7%
11	社會服務業	11	6.9%
12	其他	17	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.

v9: 部屬性別

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=153 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	男	58	37.9%
2	女	95	62.1%
Sysmiss		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: 部屬教育程度

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=150 /-] [Invalid=9 /-]

Value	Label	Cases	Percentage
1	國中或以下	18	12.0%
2	高中、高職	21	14.0%
3	大學專科	84	56.0%
4	研究所以上	27	18.0%

# v10: 部屬教育程度			
Value	Label	Cases	Percentage
Systemmiss		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>			
# v11: 部屬年齡			
Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=156 /-] [Invalid=3 /-]		
Value	Label	Cases	Percentage
1	25歲以下	15	9.6%
2	26到30歲	44	28.2%
3	31到35歲	31	19.9%
4	36到40歲	21	13.5%
5	41到45歲	24	15.4%
6	46到50歲	9	5.8%
7	51到55歲	7	4.5%
8	56歲以上	5	3.2%
Systemmiss		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>			
# v12: 部屬目前組織年資			
Information	[Type= continuous] [Format=numeric] [Range= 0-27] [Missing=*]		
Statistics [NW/ W]	[Valid=156 /-] [Invalid=3 /-] [Mean=6.202 /-] [StdDev=6.414 /-]		
# v13: 部屬該職級年資			
Information	[Type= continuous] [Format=numeric] [Range= 0-26] [Missing=*]		
Statistics [NW/ W]	[Valid=155 /-] [Invalid=4 /-] [Mean=4.307 /-] [StdDev=5.121 /-]		
# v14: 主管績效排名			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	20%以下	2	1.3%
2	20到40%	18	11.3%
3	40到60%	15	9.4%
4	60到80%	39	24.5%
5	80%以上	85	53.5%
<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>			
# v15: 部屬績效排名			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=159 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	20%以下	2	1.3%
2	20到40%	13	8.2%
3	40到60%	16	10.1%
4	60到80%	41	25.8%
5	80%以上	87	54.7%
<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>			