

台灣 (Taiwan, ROC)

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惡意忌妒的前因與後果：需要供給適配的干擾效果

Study Documentation

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惡意忌妒的前因與後果：需要供給適配的干擾效果

*Antecedent and Consequence of Malicious Envy: The Moderating Effect of Needs-Supplies Fit***Overview**

Identification	E10713
Version	Production Date: 2024-08-01 1
Abstract	本研究旨在探討領導者與成員社會比較交換關係、惡意忌妒、以及職場排擠和負向八卦之間的關係，同時探討需求供給適配對於領導者與成員社會比較交換關係和惡意忌妒之間關係的干擾效果。總共蒐集了130份對偶問卷資料。研究結果顯示：(1)領導者與成員社會比較交換關係與惡意忌妒之間不具有顯著的關係(2)惡意忌妒對職場排擠與負向八卦之間具有顯著的負相關(3)惡意忌妒對領導者與成員社會比較交換關係和職場排擠、負向八卦之間不具有中介的角色(4)需求供給適配對於領導者與成員社會比較交換關係和惡意忌妒之間的關係具有干擾的效果。最後，針對本研究的主要研究發現進行討論並提供些許的建議。
Kind of Data	抽查
Unit of Analysis	個人

Scope & Coverage

Time Period(s)	2019
Countries	台灣 (Taiwan, ROC)
Geographic Coverage	台灣地區
Universe	在組織工作的員工

Producers & Sponsors

Primary Investigator(s)	沈其泰, 國立彰化師範大學人力資源管理研究所
Other Producer(s)	國立彰化師範大學人力資源管理研究所
Funding Agency/ies	科技部

Data Collection

Data Collection Dates	start 2019-03-01 end 2019-05-31
Time Period(s)	start 2018-08-01 end 2019-07-31
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)	國立彰化師範大學人力資源管理研究所
<u>Access Conditions</u> 標準版(一般會員、院內會員直接下載)	

Files Description

Dataset contains 1 file(s)

data	
# Cases	130
# Variable(s)	45

Variables Group(s)

Dataset contains 9 group(s)

Group 員工問卷	
Subgroup(s)	員工與內群體成員的互動關係，符合員工個人特質的程度，員工與目前工作的描述，員工對自己與直屬主管關係的看法，基本資料

Group 同事問卷	
Subgroup(s)	該員工展現行為的頻率，該名員工在工作場合中聊到其他同事的談話

Group 員工與內群體成員的互動關係							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	envym1	我希望內群體成員失去他們的優勢	discrete	numeric-1.0	130	0	-
2	envym2	如果內群體成員擁有某樣我想要的東西，我會希望能從他們身上拿走它	discrete	numeric-1.0	130	0	-
3	envym3	我忌妒的內群體成員讓我對他們感到反感	discrete	numeric-1.0	130	0	-
4	envym4	忌妒內群體成員的感覺會讓我不喜歡他們	discrete	numeric-1.0	130	0	-
5	envym5	看到內群體成員的成就會使我感到不滿	discrete	numeric-1.0	130	0	-

Group 符合員工個人特質的程度							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	extra1	我是團體中的靈魂人物	discrete	numeric-1.0	130	0	-
2	extra2	我不太愛講話	discrete	numeric-1.0	130	0	-
3	extra3	我和別人相處感到自在	discrete	numeric-1.0	130	0	-
4	extra4	在人群中我習慣保持低調	discrete	numeric-1.0	130	0	-
5	extra5	我會主動與人交談	discrete	numeric-1.0	130	0	-
6	extra6	我常不知道要說些什麼	discrete	numeric-1.0	130	0	-
7	extra7	聚會時我會與很多不同的人交談	discrete	numeric-1.0	130	0	-
8	extra8	我不喜歡引起注意	discrete	numeric-1.0	130	0	-
9	extra9	我不介意成為目光焦點	discrete	numeric-1.0	130	0	-
10	extra10	我在陌生人面前表現的很安靜	discrete	numeric-1.0	130	0	-

Group 員工與目前工作的描述							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	pjns4	我「目前的工作」和我「理想的工作」相近	discrete	numeric-1.0	130	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
2	pjns5	我「想要的工作特性」在「我目前的工作」中都有	discrete	numeric-1.0	130	0	-
3	pjns6	我的工作所提供給我的一切和我想要的相類似	discrete	numeric-1.0	130	0	-

Group 員工對自己與直屬主管關係的看法

#	Name	Label	Type	Format	Valid	Invalid	Question
1	elmxsc1	在部門裡我與主管的關係比其他同事還要好	discrete	numeric-1.0	130	0	-
2	elmxsc2	當我的主管不能參加重要會議時，主管很有可能會問我可不可以代替他出席	discrete	numeric-1.0	130	0	-
3	elmxsc3	在部門裡相較於其他同事，我得到主管較多的支持	discrete	numeric-1.0	130	0	-
4	elmxsc4	我和主管一起工作的效率比其他同事還要好	discrete	numeric-1.0	130	0	-
5	elmxsc5	相較於其他同事，主管對我比信任	discrete	numeric-1.0	130	0	-
6	elmxsc6	相較於部門中的其他同事，主管比較喜歡我	discrete	numeric-1.0	130	0	-

Group 該員工展現行為的頻率

#	Name	Label	Type	Format	Valid	Invalid	Question
1	wo1	在工作職場上他/她會忽略內群體成員	discrete	numeric-1.0	130	0	-
2	wo2	他/她會避免和內群體成員待在同個地方	discrete	numeric-1.0	130	0	-
3	wo3	他/她不願意回應或與內群體成員交談	discrete	numeric-1.0	130	0	-
4	wo4	他/她不願意(或是會避免)和內群體成員共同用餐	discrete	numeric-1.0	130	0	-
5	wo5	他/她會刻意避開內群體成員	discrete	numeric-1.0	130	0	-
6	wo6	他/她不會去關注內群體成員	discrete	numeric-1.0	130	0	-
7	wo7	他/她會刻意不讓內群體成員參與對話	discrete	numeric-1.0	130	0	-
8	wo8	他/她會拒絕與內群體成員談話	discrete	numeric-1.0	130	0	-
9	wo9	他/她會刻意忽略內群體成員的存在	discrete	numeric-1.0	130	0	-
10	wo10	當他/她要出去或休息時，不會邀請或主動詢問內群體成員是否有需要的東西	discrete	numeric-1.0	130	0	-

Group 該名員工在工作場合中聊到其他同事的談話

#	Name	Label	Type	Format	Valid	Invalid	Question
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#	Name	Label	Type	Format	Valid	Invalid	Question
1	wgn1	該員工對另外一位同事做過的某些事情持有負面的看法	discrete	numeric-1.0	130	0	-
2	wgn2	該員工在與你交談時質疑過另外一位同事的能力	discrete	numeric-1.0	130	0	-
3	wgn3	該員工在與你交談時批評過另外一位同事	discrete	numeric-1.0	130	0	-
4	wgn4	該員工針對另外一位同事做過的事情向你發牢騷	discrete	numeric-1.0	130	0	-
5	wgn5	該員工在與你交談時講過另外一位同事不光彩的事	discrete	numeric-1.0	130	0	-

Group 基本資料

#	Name	Label	Type	Format	Valid	Invalid	Question
1	id	-	discrete	character-5	130	0	-
2	esex	性別	discrete	numeric-1.0	130	0	-
3	eage	年齡	continuous	numeric-3.0	130	0	-
4	eedlv	教育程度	discrete	numeric-1.0	130	0	-
5	ewy	工作年資(年)	continuous	numeric-2.0	130	0	-
6	ewm	工作年資(月)	continuous	numeric-2.0	130	0	-

Variables Description

Dataset contains 45 variable(s)

File : data

id

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

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-]

envym1: 我希望內群體成員失去他們的優勢

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

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	33	25.4%
2	不同意	52	40.0%
3	有點不同意	28	21.5%
4	有點同意	12	9.2%
5	同意	5	3.8%
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.

envym2: 如果內群體成員擁有某樣我想要的東西，我會希望能從他們身上拿走它

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

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	34	26.2%
2	不同意	47	36.2%
3	有點不同意	27	20.8%
4	有點同意	15	11.5%
5	同意	5	3.8%
6	非常同意	2	1.5%

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.

envym3: 我忌妒的內群體成員讓我對他們感到反感

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

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	28	21.5%
2	不同意	45	34.6%
3	有點不同意	22	16.9%
4	有點同意	20	15.4%
5	同意	13	10.0%
6	非常同意	2	1.5%

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.

envym4: 忌妒內群體成員的感覺會讓我不喜歡他們

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

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	24	18.5%
2	不同意	32	24.6%

File : data

envym4: 忌妒內群體成員的感覺會讓我不喜歡他們

Value	Label	Cases	Percentage
3	有點不同意	26	20.0%
4	有點同意	32	24.6%
5	同意	12	9.2%
6	非常同意	4	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.

envym5: 看到內群體成員的成就會使我感到不滿

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	36	27.7%
2	不同意	51	39.2%
3	有點不同意	26	20.0%
4	有點同意	11	8.5%
5	同意	4	3.1%
6	非常同意	2	1.5%

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.

extra1: 我是團體中的靈魂人物

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	6	4.6%
2	不符合	31	23.8%
3	普通	68	52.3%
4	符合	21	16.2%
5	非常符合	4	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.

extra2: 我不太愛講話

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	0	
2	不符合	22	16.9%
3	普通	50	38.5%
4	符合	46	35.4%
5	非常符合	12	9.2%

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.

extra3: 我和別人相處感到自在

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	1	0.8%

File : data

extra3: 我和別人相處感到自在

Value	Label	Cases	Percentage
2	不符合	2	1.5%
3	普通	44	33.8%
4	符合	69	53.1%
5	非常符合	14	10.8%

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.

extra4: 在人群中我習慣保持低調

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	11	8.5%
2	不符合	48	36.9%
3	普通	58	44.6%
4	符合	8	6.2%
5	非常符合	5	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.

extra5: 我會主動與人交談

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	1	0.8%
2	不符合	10	7.7%
3	普通	45	34.6%
4	符合	57	43.8%
5	非常符合	17	13.1%

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.

extra6: 我常不知道要說些什麼

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	1	0.8%
2	不符合	25	19.2%
3	普通	53	40.8%
4	符合	45	34.6%
5	非常符合	6	4.6%

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.

extra7: 聚會時我會與很多不同的人交談

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	4	3.1%
2	不符合	15	11.5%

File : data

extra7: 聚會時我會與很多不同的人交談

Value	Label	Cases	Percentage
3	普通	72	55.4%
4	符合	35	26.9%
5	非常符合	4	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.

extra8: 我不喜歡引起注意

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	5	3.8%
2	不符合	48	36.9%
3	普通	63	48.5%
4	符合	12	9.2%
5	非常符合	2	1.5%

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.

extra9: 我不介意成為目光焦點

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	3	2.3%
2	不符合	28	21.5%
3	普通	58	44.6%
4	符合	36	27.7%
5	非常符合	5	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.

extra10: 我在陌生人面前表現的很安靜

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不符合	10	7.7%
2	不符合	42	32.3%
3	普通	59	45.4%
4	符合	17	13.1%
5	非常符合	2	1.5%

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.

elmxsc1: 在部門裡我與主管的關係比其他同事還要好

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.5%
2	不同意	16	12.3%
3	普通	83	63.8%

File : data

elmxsc1: 在部門裡我與主管的關係比其他同事還要好

Value	Label	Cases	Percentage
4	同意	23	17.7%
5	非常同意	6	4.6%

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.

elmxsc2: 當我的主管不能參加重要會議時，主管很有可能會問我可不可以代替他出席

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	12	9.2%
2	不同意	31	23.8%
3	普通	52	40.0%
4	同意	30	23.1%
5	非常同意	5	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.

elmxsc3: 在部門裡相較於其他同事，我得到主管較多的支持

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.5%
2	不同意	13	10.0%
3	普通	82	63.1%
4	同意	26	20.0%
5	非常同意	7	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.

elmxsc4: 我和主管一起工作的效率比其他同事還要好

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	2.3%
2	不同意	19	14.6%
3	普通	83	63.8%
4	同意	19	14.6%
5	非常同意	6	4.6%

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.

elmxsc5: 相較於其他同事，主管對我比信任

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.8%
2	不同意	14	10.8%
3	普通	80	61.5%
4	同意	30	23.1%

File : data

elmxsc5: 相較於其他同事, 主管對我比信任

Value	Label	Cases	Percentage
5	非常同意	5	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.

elmxsc6: 相較於部門中的其他同事, 主管比較喜歡我

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	2.3%
2	不同意	20	15.4%
3	普通	83	63.8%
4	同意	18	13.8%
5	非常同意	6	4.6%

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.

wo1: 在工作職場上他/她會忽略內群體成員

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是如此	41	31.5%
2	經常如此	53	40.8%
3	常常如此	18	13.8%
4	偶而如此	10	7.7%
5	有時如此	4	3.1%
6	很少如此	2	1.5%
7	幾乎沒有	2	1.5%

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.

wo2: 他/她會避免和內群體成員待在同個地方

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是如此	52	40.0%
2	經常如此	47	36.2%
3	常常如此	16	12.3%
4	偶而如此	9	6.9%
5	有時如此	3	2.3%
6	很少如此	2	1.5%
7	幾乎沒有	1	0.8%

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.

wo3: 他/她不願意回應或與內群體成員交談

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是如此	66	50.8%

File : data

wo3: 他/她不願意回應或與內群體成員交談

Value	Label	Cases	Percentage
2	經常如此	51	39.2%
3	常常如此	5	3.8%
4	偶而如此	4	3.1%
5	有時如此	2	1.5%
6	很少如此	1	0.8%
7	幾乎沒有	1	0.8%

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.

wo4: 他/她不願意(或是會避免)和內群體成員共同用餐

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是如此	83	63.8%
2	經常如此	33	25.4%
3	常常如此	5	3.8%
4	偶而如此	4	3.1%
5	有時如此	2	1.5%
6	很少如此	2	1.5%
7	幾乎沒有	1	0.8%

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.

wo5: 他/她會刻意避開內群體成員

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是如此	72	55.4%
2	經常如此	42	32.3%
3	常常如此	8	6.2%
4	偶而如此	5	3.8%
5	有時如此	1	0.8%
6	很少如此	0	
7	幾乎沒有	2	1.5%

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.

wo6: 他/她不會去關注內群體成員

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是如此	64	49.2%
2	經常如此	41	31.5%
3	常常如此	12	9.2%
4	偶而如此	6	4.6%
5	有時如此	4	3.1%
6	很少如此	2	1.5%

File : data

wo6: 他/她不會去關注內群體成員

Value	Label	Cases	Percentage
7	幾乎沒有	1	0.8%

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.

wo7: 他/她會刻意不讓內群體成員參與對話

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是如此	73	56.2%
2	經常如此	44	33.8%
3	常常如此	5	3.8%
4	偶而如此	6	4.6%
5	有時如此	0	
6	很少如此	1	0.8%
7	幾乎沒有	1	0.8%

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.

wo8: 他/她會拒絕與內群體成員談話

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是如此	85	65.4%
2	經常如此	33	25.4%
3	常常如此	5	3.8%
4	偶而如此	2	1.5%
5	有時如此	3	2.3%
6	很少如此	1	0.8%
7	幾乎沒有	1	0.8%

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.

wo9: 他/她會刻意忽略內群體成員的存在

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是如此	81	62.3%
2	經常如此	37	28.5%
3	常常如此	3	2.3%
4	偶而如此	2	1.5%
5	有時如此	6	4.6%
6	很少如此	1	0.8%
7	幾乎沒有	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.

wo10: 當他/她要出去或休息時，不會邀請或主動詢問內群體成員是否有需要的東西

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

File : data

wo10: 當他/她要出去或休息時, 不會邀請或主動詢問內群體成員是否有需要的東西

Value	Label	Cases	Percentage
1	總是如此	56	43.1%
2	經常如此	40	30.8%
3	常常如此	16	12.3%
4	偶而如此	3	2.3%
5	有時如此	5	3.8%
6	很少如此	6	4.6%
7	幾乎沒有	4	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.

wgn1: 該員工對另外一位同事做過的某些事情持有負面的看法

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	從來沒有	51	39.2%
2	一個月一次	44	33.8%
3	一個月二至三次	18	13.8%
4	一週一次	5	3.8%
5	一週二至三次	8	6.2%
6	一天一次	0	
7	一天超過一次	4	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.

wgn2: 該員工在與你交談時質疑過另外一位同事的能力

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	從來沒有	55	42.3%
2	一個月一次	42	32.3%
3	一個月二至三次	16	12.3%
4	一週一次	8	6.2%
5	一週二至三次	6	4.6%
6	一天一次	1	0.8%
7	一天超過一次	2	1.5%

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.

wgn3: 該員工在與你交談時批評過另外一位同事

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	從來沒有	53	40.8%
2	一個月一次	45	34.6%
3	一個月二至三次	15	11.5%
4	一週一次	10	7.7%
5	一週二至三次	6	4.6%

File : data

wgn3: 該員工在與你交談時批評過另外一位同事

Value	Label	Cases	Percentage
6	一天一次	0	
7	一天超過一次	1	0.8%

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.

wgn4: 該員工針對另外一位同事做過的事情向你發牢騷

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	從來沒有	46	35.4%
2	一個月一次	37	28.5%
3	一個月二至三次	31	23.8%
4	一週一次	6	4.6%
5	一週二至三次	8	6.2%
6	一天一次	0	
7	一天超過一次	2	1.5%

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.

wgn5: 該員工在與你交談時講過另外一位同事不光彩的事

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	從來沒有	88	67.7%
2	一個月一次	21	16.2%
3	一個月二至三次	11	8.5%
4	一週一次	5	3.8%
5	一週二至三次	4	3.1%
6	一天一次	0	
7	一天超過一次	1	0.8%

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.

pjns4: 我「目前的工作」和我「理想的工作」相近

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.5%
2	很不同意	0	
3	不同意	21	16.2%
4	普通	51	39.2%
5	同意	36	27.7%
6	很同意	15	11.5%
7	非常同意	5	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.

pjns5: 我「想要的工作特性」在「我目前的工作」中都有

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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File : data

pjns5: 我「想要的工作特性」在「我目前的工作」中都有

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	很不同意	3	2.3%
3	不同意	20	15.4%
4	普通	46	35.4%
5	同意	41	31.5%
6	很同意	15	11.5%
7	非常同意	5	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.

pjns6: 我的工作所提供給我的一切和我想要的相類似

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	2.3%
2	很不同意	2	1.5%
3	不同意	21	16.2%
4	普通	46	35.4%
5	同意	36	27.7%
6	很同意	18	13.8%
7	非常同意	4	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.

esex: 性別

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

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	男	42	32.3%
1	女	88	67.7%

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.

eage: 年齡

Information [Type= continuous] [Format=numeric] [Range= 21-64] [Missing=*]

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-] [Mean=33.162 /-] [StdDev=9.52 /-]

eedlv: 教育程度

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

Statistics [NW/ W] [Valid=130 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	國小(含)以下	1	0.8%
2	國(初)中	2	1.5%
3	高中(職)	28	21.5%
4	大學(專)	90	69.2%
5	研究所(含)以上	9	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.

File : data# **ewy:** 工作年資(年)**Information** [Type= continuous] [Format=numeric] [Range= 0-38] [Missing=*]**Statistics [NW/ W]** [Valid=130 /-] [Invalid=0 /-] [Mean=5.346 /-] [StdDev=8.021 /-]# **ewm:** 工作年資(月)**Information** [Type= continuous] [Format=numeric] [Range= 0-11] [Missing=*]**Statistics [NW/ W]** [Valid=130 /-] [Invalid=0 /-] [Mean=4.092 /-] [StdDev=3.344 /-]