

題目	主管知覺互動不正義、主管不當督導與部屬績效關係之研究—主管與部屬適配的干擾角色以及情緒耗竭的中介歷程
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摘要	主管不當督導顯示為一反功能的職場行為，對組織及個人後果皆造成嚴重的影響。本研究探討主管與部屬適配如何干擾主管知覺互動不正義與主管不當督導間之關係，以及主管的不當督導如何透過情緒耗竭影響部屬的工作績效(任務績效與脈絡績效)，期能透過主管面的前因以及部屬面的後果探討，對主管不當督導提供更完整的解釋。本研究以立意抽樣蒐集資料，抽取一位直屬主管搭配 1 至 3 位部屬，以配對方式進行，實際有效回收主管問卷 86 份，員工問卷 208 份。以驗證性因素分析以及結構方程模式驗證研究假設。研究結果發現：1.主管知覺互動不正義正向影響主管不當督導；2.情緒耗竭中介主管不當督導對脈絡績效之影響。最後，提出管理意涵、研究限制以及未來研究方向。
關鍵字	主管不當督導、主管知覺互動不正義、主管與部屬適配、情緒耗竭、任務績效、脈絡績效
Title	Exploring the relationships among perceived interactional injustice, abusive supervision, and performance– The moderating role of person–supervisor fit and the mediating effect of emotional exhaustion
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Abstract	The present study extended the abusive supervision theory by exploring the moderating effect of supervisor–subordinate fit on the relationship between perceived interaction injustice of supervisor and abusive supervision and examining the mediating effect of emotional exhaustion on the abusive supervision–task/contextual performance linkage. 86 supervisors and 208 subordinates were valid in dyad relation. Hierarchical regression analysis and structural equation modeling were conducted in testing hypotheses. The evidence showed that: 1) the supervisor–subordinate fit did not moderate the relationship between perceived interaction injustice of supervisor and abusive supervision; 2) the relationship between abusive supervision and contextual performance was mediated by emotional exhaustion while those mediating effect on task performance was not verified. Implications and future research were then addressed.
Key Words	Abusive Supervision, Perceived Interactional Injustice, Person–Supervisor Fit, Emotional Exhaustion, Task Performance, Contextual Performance