

題目	越南台商外派人員之領導部屬交換對職場偏差行為之影響—以外在工作價值與工作不安全感為調節變項
作者	邱雅萍（中原大學企業管理學系副教授） 蘇中南（土龍木大學外文系講師）
摘要	隨著越南經濟的快速發展，台灣企業赴越南投資設廠逐年增加，派往越南的外派人員亦愈來愈多。然而國際競爭加劇與多國企業海外派任政策的改變，對外派人員的工作態度和行為產生影響。本研究從社會交換理論觀點，針對外派人員領導部屬交換與其職場偏差行為的關係進行探究。透過問卷調查方式，向越南台商外派人員共發出 300 份問卷，回收有效問卷 216 份，有效回收率為 72%。實證結果發現：外派人員領導部屬交換關係對職場偏差行為有負向影響；外在工作價值會調節領導部屬交換與職場偏差行為間的關係；工作不安全感會調節領導部屬交換與職場偏差行為間的關係。
關鍵字	外派人員；職場偏差行為；領導部屬交換；外在工作價值；工作不安全感
Title	The Impact of Expatriates' LMX on Workplace Deviant Behavior in Vietnam: Moderating Effects of External Work Value and Job Insecurity
Author	Ya-Ping Chiu, Trung-Nam Tô
Abstract	With the economic development in Vietnam, companies' investment in Vietnam has increased year by year. Many employees are assigned to Vietnam as expatriates. However, intensified international competition and changes in the overseas assignment policy of multinational enterprises have affected expatriates' work attitude and behavior. This study explores the relationship between leader-member exchange (LMX) and workplace deviant behavior from the perspective of social exchange theory. Through the questionnaire survey, 216 valid questionnaires were returned. An effective response rate is 72%. The result shows that when expatriates have low LMX, they will engage in workplace deviant behavior. Expatriates with high external work value moderates the relationship between LMX and workplace deviant behavior. Expatriates with high work insecurity moderates the relationship between LMX and workplace deviant behavior.
Keyword	Expatriate; Workplace Deviant Behavior; Leader-Member Exchange; External Work Value; Job Insecurity