

台灣 (Taiwan, ROC)

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職場情緒勞動忽略的角落：情緒勒索概念分析與量表建構

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職場情緒勞動忽略的角落：情緒勒索概念分析與量表建構

Construct Analysis and Scale Development of Emotional Blackmail in the Workplace

Overview

Identification	E10315
Version	Production Date: 2016-06-17 v1.0 釋出第一版
Abstract	
<p>關於情緒勞動的研究，大都假設員工處在一個正當的勞動情境，忽略了不當情境對情緒勞動的影響。本研究提出一個區分組織內部正當與不當勞動情境的架構，並針對「不當要求」的職場情緒勒索進行實證研究。研究架構採用Forward與Frazier提出的四種情緒勒索情境，以及FOG情緒架構，據以設計出符合職場情緒勒索的四種情境，來衡量員工面對職場「情緒勒索」的情緒狀態。研究採用驗證式因素分析檢驗情緒勒索FOG情境量表的構念效度，整體配適度、收斂校度與區別效度都不錯，顯示職場情緒勒索與FOG情緒量表值得未來進行更深入的研究。</p>	
Kind of Data	抽樣調查資料 (Sample survey data)
Unit of Analysis	個人

Scope & Coverage

Time Period(s)	2013-2015
Countries	台灣 (Taiwan, ROC)
Geographic Coverage	
台灣地區	
Universe	
工作職場上的勞動者	

Producers & Sponsors

Primary Investigator(s)	艾昌瑞，國立中正大學企業管理學系
Other Producer(s)	國立中正大學企業管理學系
Funding Agency/ies	科技部

Sampling

Sampling Procedure

本研究之研究對象為在職工作者，紙本問卷的發放對象為某國立大學碩士在職專班的學生，採現場發放問卷的方式，有效問卷共計58份。為收集足夠的樣本數，本研究亦同步進行網路問卷的發放，並在發放紙本問卷的同時，除了提醒填寫紙本問卷的碩士在職生切勿上網重複填答外，也在網路提醒填答者必須是有工作經驗者，以及切勿重複填答與送出（李政忠，2004。透過基本資料的填寫淘汰不符合之樣本，網路問卷中有效問卷共計110份，最後總計有效樣本數共168份。

Data Collection

Data Collection Dates	start 2013-01-01 end 2015-09-30
Time Period(s)	start 2014-08-01

	end 2015-07-31
Data Collection Mode	留卷自填

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)	國立中正大學企業管理學系

Access Conditions

會員版(一般會員、院內會員)--直接下載

Files Description

Dataset contains 2 file(s)

data1	
# Cases	397
# Variable(s)	28

data	
# Cases	168
# Variable(s)	75

Variables Group(s)

Dataset contains 6 group(s)

Group 基本資料							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	team_no	0.1團隊編號	continuous	numeric-12.0	397	0	-
2	mem_no	0.2部屬代號	discrete	numeric-12.0	397	0	-
3	gender	0.3性別	discrete	numeric-12.0	397	0	-
4	age	0.4年齡	discrete	numeric-12.0	397	0	-
5	edu	0.5教育程度	discrete	numeric-12.0	397	0	-
6	v1	1.1性別	discrete	numeric-1.0	168	0	-
7	v2	1.2年齡	discrete	numeric-1.0	168	0	-
8	v3	1.3婚姻	discrete	numeric-1.0	168	0	-
9	v4	1.4學歷	discrete	numeric-1.0	168	0	-
10	v5	1.5職級	discrete	numeric-1.0	168	0	-
11	v6	1.6工作年資	discrete	numeric-1.0	168	0	-

Group 情境一							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	perf1	1.2.1整體而言，這位部屬勝任這份工作的程度如何？	discrete	numeric-12.0	397	0	-
2	perf2	1.2.2以我的看法，這位部屬能有效完成工作的程度如何？	discrete	numeric-12.0	397	0	-
3	perf3	1.2.3整體而言，我覺得這位部屬的工作品質如何？	discrete	numeric-12.0	397	0	-
4	perf4	1.2.4整體而言，我覺得這位部屬的才能如何？	discrete	numeric-12.0	397	0	-
5	voq1	1.2.5這位部屬的提議是具建設性的。	discrete	numeric-12.0	397	0	-
6	voq2	1.2.6這位部屬的提議能改善團隊工作績效。	discrete	numeric-12.0	397	0	-
7	s11	2.1.1同事的回覆讓我感到被威脅了	discrete	numeric-1.0	168	0	-
8	s12	2.1.2同事最後說的那些話讓我難以拒絕他的請求	discrete	numeric-1.0	168	0	-
9	f11	2.1.3我擔心因為我的拒絕而破壞同事間的好交情	discrete	numeric-1.0	168	0	-
10	f12	2.1.4下次如果有問題需要他幫忙我也不敢再請他協助了	discrete	numeric-1.0	168	0	-
11	f13	2.1.5這次事件可能會影響我未來在公司內部的名譽	discrete	numeric-1.0	168	0	-
12	o11	2.1.6我們是同一個團隊，我應該要幫他	discrete	numeric-1.0	168	0	-
13	o12	2.1.7同事之前幫過我，這一次我應該回報他	discrete	numeric-1.0	168	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
14	o13	2.1.8如果客戶年度報告不順利，公司信譽受損，我也有責任	discrete	numeric-1.0	168	0	-
15	g11	2.1.9若他無法如期完成工作，被老闆罵，我會覺得很對不起他	discrete	numeric-1.0	168	0	-
16	g12	2.1.10一開始對同事的婉拒我感到愧疚	discrete	numeric-1.0	168	0	-
17	g13	2.1.11同事會這麼生氣是不幫他造成的	discrete	numeric-1.0	168	0	-

Group 情境二

#	Name	Label	Type	Format	Valid	Invalid	Question
1	lmx1	2.1.1.這位長官了解我在工作上遇到的問題和需求	discrete	numeric-12.0	397	0	-
2	lmx2	2.1.2.這位長官把我視為一個有潛力的員工	discrete	numeric-12.0	397	0	-
3	lmx3	2.1.3.我知道這位長官對我工作的滿意程度	discrete	numeric-12.0	397	0	-
4	lmx4	2.1.4.當我工作上遇到問題時，這位長官會運用權力來幫助我解決問題	discrete	numeric-12.0	397	0	-
5	lmx5	2.1.5.當我有困難時，這位長官會犧牲自己的利益來幫助我脫困	discrete	numeric-12.0	397	0	-
6	lmx6	2.1.6.我對這位長官有充分的信心，所以當他(她)不在場時，我也會替他(她)的決策進行辯護	discrete	numeric-12.0	397	0	-
7	lmx7	2.1.7.我和這位長官之間的工作關係很好	discrete	numeric-12.0	397	0	-
8	s21	2.2.1她不斷哀求舉動，讓我覺得很兩難	discrete	numeric-1.0	168	0	-
9	s22	2.2.2雖然她很虛，但我欣賞她的積極，會考慮讓她調入大專案	discrete	numeric-1.0	168	0	-
10	f21	2.2.3我擔心這情況如果處理不好會影響我未來的職涯	discrete	numeric-1.0	168	0	-
11	f22	2.2.4我害怕她的存在會讓我的能力被上層質疑	discrete	numeric-1.0	168	0	-
12	f23	2.2.5我擔心她對自己工作能力的質疑會影響部門的績效	discrete	numeric-1.0	168	0	-
13	o21	2.2.6她找我當訴苦的對象，讓我覺得我應該幫她	discrete	numeric-1.0	168	0	-
14	o22	2.2.7身為一個主管，幫助部屬是我的職責	discrete	numeric-1.0	168	0	-
15	o23	2.2.8為了回報她叔叔的知遇之恩，我應該要給她機會證明自己	discrete	numeric-1.0	168	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
16	g21	2.2.9如果拒絕她的要求會讓我不知如何面對他叔叔	discrete	numeric-1.0	168	0	-
17	g22	2.2.10若最後真的拒絕了她的要求，我會覺得很對不起他	discrete	numeric-1.0	168	0	-
18	g23	2.2.11上層信任我，把姪女安排給我，若她離開了的話，是我的失職	discrete	numeric-1.0	168	0	-

Group 情境三

#	Name	Label	Type	Format	Valid	Invalid	Question
1	vop1	2.2.1.當我有意見想要提出時，我會在公開的場合提出我的改善建議。	discrete	numeric-12.0	397	0	-
2	vop2	2.2.2.當我有意見想要提出時，我希望我的意見能讓大家都聽到。	discrete	numeric-12.0	397	0	-
3	vop3	2.2.3.當我有建設性的想法時，我希望我的想法能被正式記錄下來。	discrete	numeric-12.0	397	0	-
4	vop4	2.2.4.當我有意見想要提出時，我喜歡在正式的會議中，把自己對於能改善團隊工作的意見說出來。	discrete	numeric-12.0	397	0	-
5	s31	2.3.1我擔心他真的會跳樓，這怎麼對他的家人交代	discrete	numeric-1.0	168	0	-
6	s32	2.3.2為了不讓他跳樓，我會考慮協助他	discrete	numeric-1.0	168	0	-
7	f31	2.3.3面對他自殺的要脅，我感到恐慌	discrete	numeric-1.0	168	0	-
8	f32	2.3.4我害怕他會做出其他對公司有不良影響的事	discrete	numeric-1.0	168	0	-
9	f33	2.3.5我覺得我沒有能力處理這樣的事，它讓我感到不安	discrete	numeric-1.0	168	0	-
10	o31	2.3.6他全家獨望這份薪水，我應該要幫他向上層回報，說明他的狀況	discrete	numeric-1.0	168	0	-
11	o32	2.3.7他曾經為公司立了許多大功，我應該幫他爭取留任	discrete	numeric-1.0	168	0	-
12	o33	2.3.8看在好交情的份上，我應該幫他	discrete	numeric-1.0	168	0	-
13	g31	2.3.9如果他真的自殺了，我不會原諒我自己	discrete	numeric-1.0	168	0	-
14	g32	2.3.10我也是參加裁員會議的一員，他會被裁員我也要負責任	discrete	numeric-1.0	168	0	-
15	g33	2.3.11我會介紹更適合他的工作給他，降低罪惡感	discrete	numeric-1.0	168	0	-

Group 情境四							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	vob1	2.4.1我會針對影響工作團隊的議題，構思且提出建言。	discrete	numeric-12.0	397	0	-
2	vob2	2.4.2在單位裡，對於影響團隊的議題，我會表達意見並鼓勵大家參與討論。	discrete	numeric-12.0	397	0	-
3	vob3	2.4.3在某些工作議題上，儘管與其他人的意見不同，以及有些人不同意我的看法，我仍然會將自己的意見表達出來。	discrete	numeric-12.0	397	0	-
4	vob4	2.4.4我對於有關我們自己團隊的事相當瞭解。	discrete	numeric-12.0	397	0	-
5	vob5	2.4.5我會參與影響團隊工作生活品質的議題。	discrete	numeric-12.0	397	0	-
6	vob6	2.4.6我對於團隊的新計畫或變更流程上會提出我的看法。	discrete	numeric-12.0	397	0	-
7	s41	2.4.1主管那看的到吃不到的糖讓我覺得被耍了	discrete	numeric-1.0	168	0	-
8	s42	2.4.2為了在這家大公司有所發展，這次我依然會服從主管的指令	discrete	numeric-1.0	168	0	-
9	f41	2.4.3若不服從主管的安排，他會將我打入冷宮	discrete	numeric-1.0	168	0	-
10	f42	2.4.4若不繼續滿足主管的期待，之前的努力白費了，升官和加薪就更沒希望	discrete	numeric-1.0	168	0	-
11	f43	2.4.5官官相護，如果我拒接主管交辦的工作，以後我會成為不受歡迎的棘手員工	discrete	numeric-1.0	168	0	-
12	o41	2.4.6下屬服從上司的指令是天經地義的事	discrete	numeric-1.0	168	0	-
13	o42	2.4.7主管算是我的伯樂，我不能讓他對我失望	discrete	numeric-1.0	168	0	-
14	o43	2.4.8主管會這樣做一定有他的理由，我應該要相信他	discrete	numeric-1.0	168	0	-
15	g41	2.4.9主管在想辦法提拔我，我不能辜負他對我的期待	discrete	numeric-1.0	168	0	-
16	g42	2.4.10我誤會主管了，這份大企劃我會盡全力努力完成	discrete	numeric-1.0	168	0	-
17	g43	2.4.11重要的專案交給了我，如果不盡力去做可能會帶給公司麻煩	discrete	numeric-1.0	168	0	-

Group 其他(經運算之數值)							
#	Name	Label	Type	Format	Valid	Invalid	Question

#	Name	Label	Type	Format	Valid	Invalid	Question
1	s	代表整體情緒勒索	continuous	numeric-4.2	168	0	-
2	f	代表恐懼害怕的構面	continuous	numeric-4.2	168	0	-
3	o	代表義務的構面	continuous	numeric-4.2	168	0	-
4	g	代表罪惡感的構面	continuous	numeric-4.2	168	0	-
5	P	代表情緒勒索的因應	continuous	numeric-4.2	168	0	-
6	s1	情緒勒索情境一	continuous	numeric-4.2	168	0	-
7	f1	情境一的恐懼害怕的面	continuous	numeric-8.2	168	0	-
8	o1	情境一的義務構面	continuous	numeric-4.2	168	0	-
9	g1	情境一的罪惡感構面	continuous	numeric-4.2	168	0	-
10	p1	情境一的因應	continuous	numeric-4.2	168	0	-
11	s2	情緒勒索情境二	continuous	numeric-4.2	168	0	-
12	f2	情境二的恐懼害怕的面	continuous	numeric-4.2	168	0	-
13	o2	情境二的義務構面	continuous	numeric-4.2	168	0	-
14	g2	情境二的罪惡感構面	continuous	numeric-4.2	168	0	-
15	p2	情境二的因應	continuous	numeric-4.2	168	0	-
16	s3	情緒勒索情境三	continuous	numeric-4.2	168	0	-
17	f3	情境三的恐懼害怕的面	continuous	numeric-4.2	168	0	-
18	o3	情境三的義務構面	continuous	numeric-4.2	168	0	-
19	g3	情境三的罪惡感構面	continuous	numeric-4.2	168	0	-
20	p3	情境三的因應	continuous	numeric-4.2	168	0	-
21	s4	情緒勒索情境四	continuous	numeric-4.2	168	0	-
22	f4	情境四的恐懼害怕的面	continuous	numeric-4.2	168	0	-
23	o4	情境四的義務構面	continuous	numeric-4.2	168	0	-
24	g4	情境四的罪惡感構面	continuous	numeric-4.2	168	0	-
25	p4	情境四的因應	continuous	numeric-4.2	168	0	-

Variables Description

Dataset contains 103 variable(s)

File : data11

team_no: 0.1 團隊編號

Information [Type= continuous] [Format=numeric] [Range= 101-2707] [Missing=*]

Statistics [NW/ W] [Valid=397 /-] [Invalid=0 /-] [Mean=1331.481 /-] [StdDev=822.668 /-]

mem_no: 0.2 部屬代號

Information [Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]

Statistics [NW/ W] [Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1		110	27.7%
2		110	27.7%
3		108	27.2%
4		69	17.4%

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.

perf1: 1.2.1 整體而言，這位部屬勝任這份工作的程度如何？

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

Statistics [NW/ W] [Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是遠低於預期	2	0.5%
2	總是低於預期	41	10.3%
3	總是如同預期	247	62.2%
4	總是高於預期	93	23.4%
5	總是遠高於預期	12	3.0%
6		2	0.5%

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.

perf2: 1.2.2 以我的看法，這位部屬能有效完成工作的程度如何？

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

Statistics [NW/ W] [Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是遠低於預期	0	
2	總是低於預期	49	12.3%
3	總是如同預期	235	59.2%
4	總是高於預期	109	27.5%
5	總是遠高於預期	4	1.0%

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.

perf3: 1.2.3 整體而言，我覺得這位部屬的工作品質如何？

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

Statistics [NW/ W] [Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是遠低於預期	0	
2	總是低於預期	44	11.1%
3	總是如同預期	225	56.7%
4	總是高於預期	118	29.7%
5	總是遠高於預期	8	2.0%

File : data11

perf3: 1.2.3 整體而言，我覺得這位部屬的工作品質如何？

Value	Label	Cases	Percentage
6		2	0.5%

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.

perf4: 1.2.4 整體而言，我覺得這位部屬的才能如何？

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	總是遠低於預期	3	0.8%
2	總是低於預期	31	7.8%
3	總是如同預期	230	57.9%
4	總是高於預期	123	31.0%
5	總是遠高於預期	10	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.

voq1: 1.2.5 這位部屬的提議是具建設性的。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	13	3.3%
3	有點不同意	22	5.5%
4	不確定	101	25.4%
5	有點同意	130	32.7%
6	同意	109	27.5%
7	非常同意	22	5.5%

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.

voq2: 1.2.6 這位部屬的提議能改善團隊工作績效。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	18	4.5%
3	有點不同意	25	6.3%
4	不確定	96	24.2%
5	有點同意	124	31.2%
6	同意	108	27.2%
7	非常同意	26	6.5%

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.

lmx1: 2.1.1 這位長官了解我在工作上遇到的問題和需求

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	20	5.0%

File : data11

lmx1: 2.1.1. 這位長官了解我在工作上遇到的問題和需求

Value	Label	Cases	Percentage
2	不同意	17	4.3%
3	普通	112	28.2%
4	同意	213	53.7%
5	非常同意	35	8.8%

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.

lmx2: 2.1.2. 這位長官把我視為一個有潛力的員工

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	16	4.0%
2	不同意	19	4.8%
3	普通	158	39.8%
4	同意	163	41.1%
5	非常同意	41	10.3%

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.

lmx3: 2.1.3. 我知道這位長官對我工作的滿意程度

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	1.8%
2	不同意	11	2.8%
3	普通	167	42.1%
4	同意	164	41.3%
5	非常同意	48	12.1%

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.

lmx4: 2.1.4. 當我工作上遇到問題時，這位長官會運用權力來幫助我解決問題

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	21	5.3%
2	不同意	25	6.3%
3	普通	111	28.0%
4	同意	176	44.3%
5	非常同意	64	16.1%

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.

lmx5: 2.1.5. 當我有困難時，這位長官會犧牲自己的利益來幫助我脫困

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	22	5.5%
2	不同意	45	11.3%

File : data11

lmx5: 2.1.5.當我有困難時，這位長官會犧牲自己的利益來幫助我脫困

Value	Label	Cases	Percentage
3	普通	128	32.2%
4	同意	161	40.6%
5	非常同意	41	10.3%

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.

lmx6: 2.1.6.我對這位長官有充分的信心，所以當他(她)不在場時，我也會替他(她)的決策進行辯護

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	14	3.5%
2	不同意	16	4.0%
3	普通	125	31.5%
4	同意	190	47.9%
5	非常同意	52	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.

lmx7: 2.1.7.我和這位長官之間的工作關係很好

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	13	3.3%
2	不同意	5	1.3%
3	普通	124	31.2%
4	同意	187	47.1%
5	非常同意	68	17.1%

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.

vob1: 2.4.1我會針對影響工作團隊的議題，構思且提出建言。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	0.8%
2	不同意	9	2.3%
3	有點不同意	23	5.8%
4	不確定	66	16.6%
5	有點同意	144	36.3%
6	同意	123	31.0%
7	非常同意	29	7.3%

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.

vob2: 2.4.2在單位裡，對於影響團隊的議題，我會表達意見並鼓勵大家參與討論。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.5%

File : data11

vob2: 2.4.2在單位裡，對於影響團隊的議題，我會表達意見並鼓勵大家參與討論。

Value	Label	Cases	Percentage
2	不同意	15	3.8%
3	有點不同意	20	5.0%
4	不確定	86	21.7%
5	有點同意	141	35.5%
6	同意	109	27.5%
7	非常同意	24	6.0%

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.

vob3: 2.4.3在某些工作議題上，儘管與其他人的意見不同，以及有些人不同意我的看法，我仍然會將自己的意見表達出來。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	1.5%
2	不同意	11	2.8%
3	有點不同意	31	7.8%
4	不確定	96	24.2%
5	有點同意	124	31.2%
6	同意	115	29.0%
7	非常同意	14	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.

vob4: 2.4.4我對於有關我們自己團隊的事相當瞭解。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	6	1.5%
3	有點不同意	14	3.5%
4	不確定	82	20.7%
5	有點同意	158	39.8%
6	同意	119	30.0%
7	非常同意	18	4.5%

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.

vob5: 2.4.5我會參與影響團隊工作生活品質的議題。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.3%
2	不同意	3	0.8%
3	有點不同意	23	5.8%
4	不確定	50	12.6%
5	有點同意	136	34.3%

File : data11

vob5: 2.4.5我會參與影響團隊工作生活品質的議題。

Value	Label	Cases	Percentage
6	同意	149	37.5%
7	非常同意	35	8.8%

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.

vob6: 2.4.6我對於團隊的新計畫或變更流程上會提出我的看法。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.5%
2	不同意	6	1.5%
3	有點不同意	20	5.0%
4	不確定	81	20.4%
5	有點同意	130	32.7%
6	同意	133	33.5%
7	非常同意	25	6.3%

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.

vop1: 2.2.1.當我有意見想要提出時，我會在公開的場合提出我的改善建議。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	8	2.0%
2	不同意	37	9.3%
3	有點不同意	33	8.3%
4	不確定	106	26.7%
5	有點同意	95	23.9%
6	同意	93	23.4%
7	非常同意	25	6.3%

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.

vop2: 2.2.2.當我有意見想要提出時，我希望我的意見能讓大家都聽到。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.5%
2	不同意	12	3.0%
3	有點不同意	20	5.0%
4	不確定	53	13.4%
5	有點同意	117	29.5%
6	同意	143	36.0%
7	非常同意	50	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.

vop3: 2.2.3.當我有建設性的想法時，我希望我的想法能被正式記錄下來。

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
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File : data11

vop3: 2.2.3.當我有建設性的想法時，我希望我的想法能被正式記錄下來。

Statistics [NW/ W] [Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.0%
2	不同意	21	5.3%
3	有點不同意	15	3.8%
4	不確定	66	16.6%
5	有點同意	104	26.2%
6	同意	140	35.3%
7	非常同意	47	11.8%

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.

vop4: 2.2.4.當我有意見想要提出時，我喜歡在正式的會議中，把自己對於能改善團隊工作的意見說出來。

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

Statistics [NW/ W] [Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	9	2.3%
2	不同意	21	5.3%
3	有點不同意	30	7.6%
4	不確定	79	19.9%
5	有點同意	116	29.2%
6	同意	98	24.7%
7	非常同意	44	11.1%

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.

gender: 0.3性別

Information [Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	男	386	97.2%
2	女	11	2.8%

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.

age: 0.4年齡

Information [Type= discrete] [Format=numeric] [Range= 2-38] [Missing=*]

Statistics [NW/ W] [Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
2		1	0.3%
18		15	3.8%
19		33	8.3%
20		25	6.3%
21		45	11.3%
22		44	11.1%
23		60	15.1%
24		37	9.3%
25		27	6.8%

File : data11

age: 0.4年齡

Value	Label	Cases	Percentage
26		22	5.5%
27		12	3.0%
28		7	1.8%
29		14	3.5%
30		7	1.8%
31		11	2.8%
32		9	2.3%
33		4	1.0%
35		7	1.8%
36		6	1.5%
37		6	1.5%
38		5	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.

edu: 0.5教育程度

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=397 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	高中職(含)以下	147	37.0%
2	專科	70	17.6%
3	大學	169	42.6%
4	研究所(含以上)	11	2.8%

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.

File : data

v1: 1.1性別

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	男	75	44.6%
1	女	93	55.4%

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: 1.2年齡

Information [Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	20歲(含)以下	1	0.6%
2	21~25歲	25	14.9%
3	26~30歲	77	45.8%
4	31~35歲	21	12.5%
5	36~40歲	18	10.7%
6	41~45歲	10	6.0%
7	46~50歲	6	3.6%
8	51歲(含)以上	10	6.0%

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.

v3: 1.3婚姻

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	已婚	55	32.7%
1	未婚	113	67.3%

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.

v4: 1.4學歷

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	研究所以下	87	51.8%
1	研究所以上	81	48.2%

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.

v5: 1.5職級

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	非主管	115	68.5%
1	主管	53	31.5%

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.

File : data

v6: 1.6 工作年資

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]**Statistics [NW/ W]** [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	0~3年	77	45.8%
1	3年以上	91	54.2%

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.

s11: 2.1.1 同事的回覆讓我感到被威脅了

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.2%
2	不同意	13	7.7%
3	普通	11	6.5%
4	同意	88	52.4%
5	非常同意	54	32.1%

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.

s12: 2.1.2 同事最後說的那些話讓我難以拒絕他的請求

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	10	6.0%
2	不同意	41	24.4%
3	普通	38	22.6%
4	同意	68	40.5%
5	非常同意	11	6.5%

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.

f11: 2.1.3 我擔心因為我的拒絕而破壞同事間的好交情

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	4.2%
2	不同意	28	16.7%
3	普通	19	11.3%
4	同意	93	55.4%
5	非常同意	21	12.5%

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.

f12: 2.1.4 下次如果有問題需要他幫忙我也不敢再請他協助了

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	2.4%

File : data

f12: 2.1.4 下次如果有問題需要他幫忙我也不敢再請他協助了

Value	Label	Cases	Percentage
2	不同意	16	9.5%
3	普通	10	6.0%
4	同意	87	51.8%
5	非常同意	51	30.4%

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.

f13: 2.1.5 這次事件可能會影響我未來在公司內部的名譽

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	9	5.4%
2	不同意	46	27.4%
3	普通	48	28.6%
4	同意	56	33.3%
5	非常同意	9	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.

o11: 2.1.6 我們是同一個團隊，我應該要幫他

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	4.2%
2	不同意	14	8.3%
3	普通	56	33.3%
4	同意	81	48.2%
5	非常同意	10	6.0%

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.

o12: 2.1.7 同事之前幫過我，這一次我應該回報他

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	23	13.7%
3	普通	26	15.5%
4	同意	106	63.1%
5	非常同意	12	7.1%

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.

o13: 2.1.8 如果客戶年度報告不順利，公司信譽受損，我也有責任

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.2%
2	不同意	15	8.9%

File : data

o13: 2.1.8如果客戶年度報告不順利，公司信譽受損，我也有責任

Value	Label	Cases	Percentage
3	普通	31	18.5%
4	同意	100	59.5%
5	非常同意	20	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.

g11: 2.1.9若他無法如期完成工作，被老闆罵，我會覺得很對不起他

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	15	8.9%
2	不同意	65	38.7%
3	普通	43	25.6%
4	同意	38	22.6%
5	非常同意	7	4.2%

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.

g12: 2.1.10一開始對同事的婉拒我感到愧疚

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	11	6.5%
2	不同意	50	29.8%
3	普通	40	23.8%
4	同意	61	36.3%
5	非常同意	6	3.6%

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.

g13: 2.1.11同事會這麼生氣是我不幫他造成的

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	20	11.9%
2	不同意	59	35.1%
3	普通	37	22.0%
4	同意	45	26.8%
5	非常同意	7	4.2%

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.

s21: 2.2.1她不斷哀求舉動，讓我覺得很兩難

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.8%
2	不同意	28	16.7%
3	普通	26	15.5%

File : data

s21: 2.2.1她不斷哀求舉動，讓我覺得很兩難

Value	Label	Cases	Percentage
4	同意	87	51.8%
5	非常同意	24	14.3%

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.

s22: 2.2.2雖然她很虛，但我欣賞她的積極，會考慮讓她調入大專案

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	14	8.3%
2	不同意	89	53.0%
3	普通	41	24.4%
4	同意	22	13.1%
5	非常同意	2	1.2%

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.

f21: 2.2.3我擔心這情況如果處理不好會影響我未來的職涯

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	3.6%
2	不同意	33	19.6%
3	普通	41	24.4%
4	同意	82	48.8%
5	非常同意	6	3.6%

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.

f22: 2.2.4我害怕她的存在會讓我的能力被上層質疑

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	4.2%
2	不同意	51	30.4%
3	普通	44	26.2%
4	同意	61	36.3%
5	非常同意	5	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.

f23: 2.2.5我擔心她對自己工作能力的質疑會影響部門的績效

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	23	13.7%
3	普通	37	22.0%
4	同意	104	61.9%

File : data

f23: 2.2.5我擔心她對自己工作能力的質疑會影響部門的績效

Value	Label	Cases	Percentage
5	非常同意	3	1.8%

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.

o21: 2.2.6她找我當訴苦的對象，讓我覺得我應該幫她

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	4.2%
2	不同意	51	30.4%
3	普通	48	28.6%
4	同意	61	36.3%
5	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.

o22: 2.2.7身為一個主管，幫助部屬是我的職責

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.8%
2	不同意	8	4.8%
3	普通	31	18.5%
4	同意	113	67.3%
5	非常同意	13	7.7%

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.

o23: 2.2.8為了回報她叔叔的知遇之恩，我應該要給她機會證明自己

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	4.2%
2	不同意	36	21.4%
3	普通	67	39.9%
4	同意	53	31.5%
5	非常同意	5	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.

g21: 2.2.9如果拒絕她的要求會讓我不知如何面對他叔叔

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	3.6%
2	不同意	67	39.9%
3	普通	44	26.2%
4	同意	46	27.4%
5	非常同意	5	3.0%

File : data

g21: 2.2.9 如果拒絕她的要求會讓我不知如何面對他叔叔

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.

g22: 2.2.10 若最後真的拒絕了她的要求，我會覺得很對不起他

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	14	8.3%
2	不同意	80	47.6%
3	普通	46	27.4%
4	同意	26	15.5%
5	非常同意	2	1.2%

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.

g23: 2.2.11 上層信任我，把姪女安排給我，若她離開了的話，是我的失職

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	18	10.7%
2	不同意	68	40.5%
3	普通	48	28.6%
4	同意	31	18.5%
5	非常同意	3	1.8%

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.

s31: 2.3.1 我擔心他真的會跳樓，這怎麼對他的家人交代

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	12	7.1%
3	普通	16	9.5%
4	同意	108	64.3%
5	非常同意	32	19.0%

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.

s32: 2.3.2 為了不讓他跳樓，我會考慮協助他

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.2%
2	不同意	13	7.7%
3	普通	12	7.1%
4	同意	117	69.6%
5	非常同意	24	14.3%

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.

File : data

f31: 2.3.3 面對他自殺的要脅，我感到恐慌

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	16	9.5%
3	普通	19	11.3%
4	同意	93	55.4%
5	非常同意	39	23.2%

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.

f32: 2.3.4 我害怕他會做出其他對公司有不良影響的事

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.8%
2	不同意	7	4.2%
3	普通	25	14.9%
4	同意	106	63.1%
5	非常同意	27	16.1%

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.

f33: 2.3.5 我覺得我沒有能力處理這樣的事，它讓我感到不安

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	2.4%
2	不同意	27	16.1%
3	普通	42	25.0%
4	同意	75	44.6%
5	非常同意	20	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.

o31: 2.3.6 他全家獨望這份薪水，我應該要幫他向上層回報，說明他的狀況

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	9	5.4%
3	普通	23	13.7%
4	同意	107	63.7%
5	非常同意	28	16.7%

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.

o32: 2.3.7 他曾經為公司立了許多大功，我應該幫他爭取留任

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

File : data

o32: 2.3.7他曾經為公司立了許多大功，我應該幫他爭取留任

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	6	3.6%
3	普通	25	14.9%
4	同意	111	66.1%
5	非常同意	26	15.5%

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.

o33: 2.3.8看在好交情的份上，我應該幫他

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.8%
2	不同意	18	10.7%
3	普通	25	14.9%
4	同意	104	61.9%
5	非常同意	18	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.

g31: 2.3.9如果他真的自殺了，我不會原諒我自己

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.2%
2	不同意	25	14.9%
3	普通	31	18.5%
4	同意	70	41.7%
5	非常同意	40	23.8%

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.

g32: 2.3.10我也是參加裁員會議的一員，他會被裁員我也要負責任

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	2.4%
2	不同意	29	17.3%
3	普通	51	30.4%
4	同意	76	45.2%
5	非常同意	8	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.

g33: 2.3.11我會介紹更適合他的工作給他，降低罪惡感

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

Statistics [NW/ W] [Valid=168 /-] [Invalid=0 /-]

File : data

g33: 2.3.11我會介紹更適合他的工作給他，降低罪惡感

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	2	1.2%
3	普通	12	7.1%
4	同意	102	60.7%
5	非常同意	51	30.4%

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.

s41: 2.4.1主管那看的到吃不到的糖讓我覺得被耍了

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	21	12.5%
3	普通	29	17.3%
4	同意	94	56.0%
5	非常同意	24	14.3%

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.

s42: 2.4.2為了在這家大公司有所發展，這次我依然會服從主管的指令

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	2.4%
3	普通	26	15.5%
4	同意	121	72.0%
5	非常同意	17	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.

f41: 2.4.3若不服從主管的安排，他會將我打入冷宮

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	2	1.2%
2	不同意	21	12.5%
3	普通	42	25.0%
4	同意	91	54.2%
5	非常同意	12	7.1%

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.

f42: 2.4.4若不繼續滿足主管的期待，之前的努力白費了，升官和加薪就更沒希望

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

File : data

f42: 2.4.4若不繼續滿足主管的期待，之前的努力白費了，升官和加薪就更沒希望

Value	Label	Cases	Percentage
1	非常不同意	5	3.0%
2	不同意	22	13.1%
3	普通	28	16.7%
4	同意	91	54.2%
5	非常同意	22	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.

f43: 2.4.5官官相護，如果我拒接主管交辦的工作，以後我會成為不受歡迎的棘手員工

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	20	11.9%
3	普通	26	15.5%
4	同意	105	62.5%
5	非常同意	16	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.

o41: 2.4.6下屬服從上司的指令是天經地義的事

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	3.6%
2	不同意	20	11.9%
3	普通	57	33.9%
4	同意	76	45.2%
5	非常同意	9	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.

o42: 2.4.7主管算是我的伯樂，我不能讓他對我失望

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	1.2%
2	不同意	14	8.3%
3	普通	54	32.1%
4	同意	92	54.8%
5	非常同意	6	3.6%

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.

o43: 2.4.8主管會這樣做一定有他的理由，我應該要相信他

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

File : data

o43: 2.4.8 主管會這樣做一定有他的理由，我應該要相信他

Value	Label	Cases	Percentage
1	非常不同意	2	1.2%
2	不同意	22	13.1%
3	普通	59	35.1%
4	同意	80	47.6%
5	非常同意	5	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.

g41: 2.4.9 主管在想辦法提拔我，我不能辜負他對我的期待

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.8%
2	不同意	13	7.7%
3	普通	68	40.5%
4	同意	78	46.4%
5	非常同意	6	3.6%

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.

g42: 2.4.10 我誤會主管了，這份大企劃我會盡全力努力完成

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.8%
2	不同意	24	14.3%
3	普通	65	38.7%
4	同意	70	41.7%
5	非常同意	6	3.6%

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.

g43: 2.4.11 重要的專案交給了我，如果不盡力去做可能會帶給公司麻煩

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.6%
2	不同意	1	0.6%
3	普通	20	11.9%
4	同意	119	70.8%
5	非常同意	27	16.1%

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.

# s: 代表整體情緒勒索	
Information	[Type= continuous] [Format=numeric] [Range= 2.5-4.75] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.594 /-] [StdDev=0.427 /-]
# f: 代表恐懼害怕的構面	
Information	[Type= continuous] [Format=numeric] [Range= 2.08333333333333-4.75] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.544 /-] [StdDev=0.516 /-]
# o: 代表義務的構面	
Information	[Type= continuous] [Format=numeric] [Range= 2-4.66666666666667] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.532 /-] [StdDev=0.422 /-]
# g: 代表罪惡感的構面	
Information	[Type= continuous] [Format=numeric] [Range= 1.83333333333333-4.25] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.208 /-] [StdDev=0.462 /-]
# P: 代表情緒勒索的因應	
Information	[Type= continuous] [Format=numeric] [Range= 2.52272727272727-4.34090909090909] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.458 /-] [StdDev=0.357 /-]
# s1: 情緒勒索情境一	
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.619 /-] [StdDev=0.757 /-]
# f1: 情境一的恐懼害怕的面	
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.532 /-] [StdDev=0.781 /-]
# o1: 情境一的義務構面	
Information	[Type= continuous] [Format=numeric] [Range= 1.33333333333333-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.593 /-] [StdDev=0.633 /-]
# g1: 情境一的罪惡感構面	
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=2.837 /-] [StdDev=0.803 /-]
# p1: 情境一的因應	
Information	[Type= continuous] [Format=numeric] [Range= 2-4.72727272727273] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.375 /-] [StdDev=0.517 /-]
# s2: 情緒勒索情境二	
Information	[Type= continuous] [Format=numeric] [Range= 1.5-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.03 /-] [StdDev=0.748 /-]
# f2: 情境二的恐懼害怕的面	
Information	[Type= continuous] [Format=numeric] [Range= 1-4.66666666666667] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.278 /-] [StdDev=0.675 /-]
# o2: 情境二的義務構面	
Information	[Type= continuous] [Format=numeric] [Range= 1-4.66666666666667] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.27 /-] [StdDev=0.596 /-]

# g2: 情境二的罪惡感構面	
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=2.667 /-] [StdDev=0.797 /-]
# p2: 情境二的因應	
Information	[Type= continuous] [Format=numeric] [Range= 1.36363636363636-4.54545454545455] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.064 /-] [StdDev=0.495 /-]
# s3: 情緒勒索情境三	
Information	[Type= continuous] [Format=numeric] [Range= 1.5-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.917 /-] [StdDev=0.687 /-]
# f3: 情境三的恐懼害怕的面	
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.754 /-] [StdDev=0.653 /-]
# o3: 情境三的義務構面	
Information	[Type= continuous] [Format=numeric] [Range= 2-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.843 /-] [StdDev=0.582 /-]
# g3: 情境三的罪惡感構面	
Information	[Type= continuous] [Format=numeric] [Range= 2-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.746 /-] [StdDev=0.628 /-]
# p3: 情境三的因應	
Information	[Type= continuous] [Format=numeric] [Range= 2.54545454545455-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.806 /-] [StdDev=0.476 /-]
# s4: 情緒勒索情境四	
Information	[Type= continuous] [Format=numeric] [Range= 3-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.81 /-] [StdDev=0.501 /-]
# f4: 情境四的恐懼害怕的面	
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.611 /-] [StdDev=0.723 /-]
# o4: 情境四的義務構面	
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.421 /-] [StdDev=0.651 /-]
# g4: 情境四的罪惡感構面	
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.581 /-] [StdDev=0.563 /-]
# p4: 情境四的因應	
Information	[Type= continuous] [Format=numeric] [Range= 1.90909090909091-4.72727272727273] [Missing=*]
Statistics [NW/ W]	[Valid=168 /-] [Invalid=0 /-] [Mean=3.587 /-] [StdDev=0.409 /-]