

vold, Hui, Ding, & Hu, 2003)
2004)

71172064

(Kochan et al., 2003)

71202106

(Ancona& Caldwell, 1992; Jackson & Joshi,
(Michel &Hambrick, 1992)

12YJC630321

10YJC630029

(Wiersema&Bantel, 1992)

tion Apprehension, CA; Falcione, McCroskey, & Daly, 1977)

McCroskey
CA)(McCroskey, 1977)

Traitlike CA

(Communica-

(Context

Hofstede, 1991

Luthans, 1998

380

311

81%

Likert
3
1

1

5

PRCA-24 Personal Report of Communication Apprehension; McCroskey,

2001

24

0.88

($\alpha = .86$)

2

6

4

2

0.88

(0.82)²

0.81

0.77

0.87

0.84

0.82

($\alpha = .78$)

3

5-10

2

3

Thatcher, et al. 2003

Thatcher

Golembiewski 1995 Milliken&Martins 1996

4

(15)

Tepper 2000

60 MBA

0.901

35.63%

12
14%

24 46

238

77%

73

23%

1

53%

33%

p<0.01

2

3

1

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