



110

813

HLM

1

2

3

210046

210097

210046

226002

210003

210046

2015 Gang ,2012

2012

Roxburgh 2004 Kühnel

2012 Jack & Jennifer 2015

U

Ziv

nuska

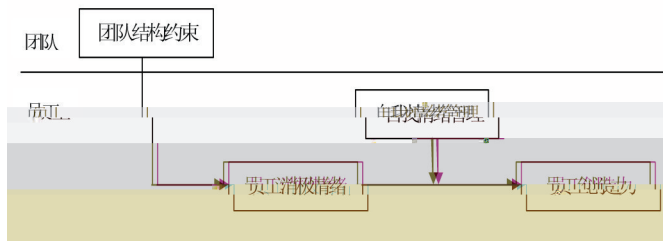
2002 Zhou

2009

2015



Lampel 2011 Amabile 2010



1

1

Watson 1988

(Elfenbein, 2014)

2012

2

Farth 2012

Cheshin 2011 Dane & George, 2013

3

43

Walumbwa

3

3

1

1

T1

2 3

2

(T2)

3 3

3

(T3)

110

813

likert-7

1

, 7

1

Cardinal 2001

3

,

3

0.928

48

ICC(1) ICC(2) r_{vg} 0.787 0.754 ICC(1)

0.112 0.103 ICC(2) 0.352 0.331

2

son 1988 PANA NA 10 , Wat

0.909

3 Wong Law 2002 4

0.904

4 Farmer 2003 , 4 ,

0.88

5

AMOS 7.0

	²		RMSEA	TLI	CFI
b	1644.54	242	0.08	0.90	0.91
d	1786.38	246	0.10	0.87	0.88
e	3264.52	249	0.12	0.78	0.80
f	5785.95	251	0.17	0.60	0.64
g	7570.35	252	0.19	0.48	0.52

n = 1234;

b
c
d
e
f

² 512 =1644.40, <0.01; RMSEA= 0.08, CFI=0.91, TLI=0.90

1

2

4

r=0.283, <0.01

r=-

0.157, <0.01

	M	SD	1	2	3	4	5	6
1	2.218	1.504						
2	2.773	1.194	0.156					
3	2.646	0.599	0.015	0.104				
4	2.669	0.824	0.053	-0.041	-0.039			
5	2.564	0.839	-0.052	0.068	-0.008	0.817**		

1	0.535	0.493						
2	2.066	0.746	0.1**					
3	2.000	0.696	0.037	0.056				
4	1.455	0.721	0.141*	0.182*	0.315*			
5	3.081	1.783	0.016	-0.195*	-0.134*	-0.074*		
6	4.854	1.312	0.068	0.124*	0.083*	0.111**	-0.157**	
7	4.291	1.563	-0.071*	-0.18*	-0.029	-0.035	0.457**	-0.079*

a 1=1 3 2=4 6 3=7 9 4=10 12 5=12

b 1=3 5 2=6 8 3=9 11 4=11 14 5=15

1

2-1-1

1

2

1						2	∞
M1	1						
L1	= +	3.068**				1.863	1.302**
L2	= + u_j						
M2							
L1	= +	3.068**	-0.467**			1.863	1.163**
L2	= + u_j						
M3							
L1	= +	3.070**	-0.242*			1.863	1.276**
L2	= + u_j						
M4							
L1	= +	4.847**	0.899**			0.980	0.169**
L2	= + u_j						
M5							
L1	= +	4.844**	0.798**			0.981	0.305**
L2	= + u_j						
M4							
L1	= + +	3.068**	-0.467	0.227**	-0.25	1.804	1.170**
L2	= + u_j						
L2	= +						
M4							
L1	= + +	3.068**	-0.241	0.227**	-0.25*	1.804	1.284**
L2	= + u_j						
L2	= +						

1 *p<0.05 **p<0.01 ***p<0.001 2 2 1 u_j 3 EC XJ

ZG JQ 4 1 ∞

3

M1

ICC(

= -0.241 > 0.05

2

2

3

4

4

= 0.116 $p < 0.01$

3

2

Amabile 2010

(Dong ,2014)

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