
51

245

130012

130012

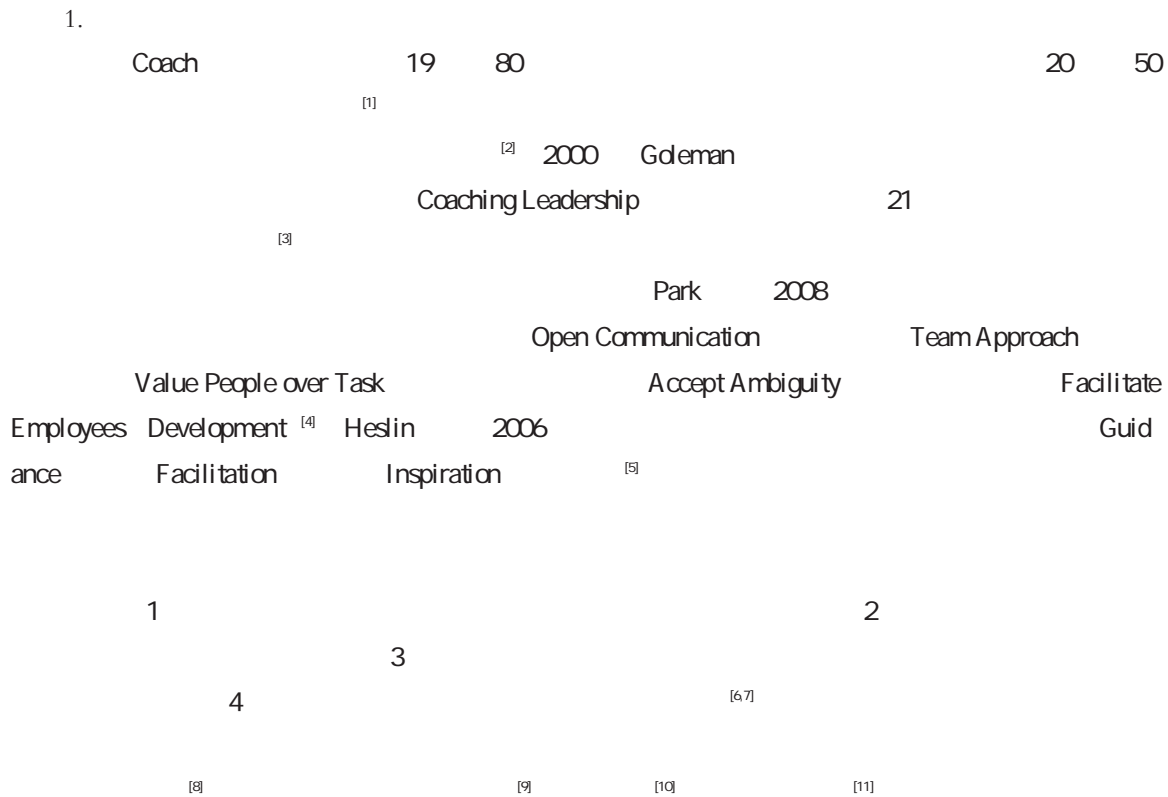
80 90

[1]

16AZD013

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[1]

[2]

[3]

2.

Wrzesniewski Dutton 2001

[4]

Tims Bakker 2010

JD- R

[5]

Petrou 2012

Seeking Resources

Seeking challenges

Reducing Demands [6]

Reciprocity Norm

[7]

1

2

[8]

[1]

Kuvaas 2014

Perceiving Goals as Invariable

[2] Kuvaas 2014

[3]

Leader- Member Exchange LMX

LMX

[4]

[5]

[6]

Kuvaas Buch 2017

LMX

[7]

H2

[8]

[9]

H3

1- 3

Affective Events Theory AET

[10]

4.

[1]

[2]

[3]

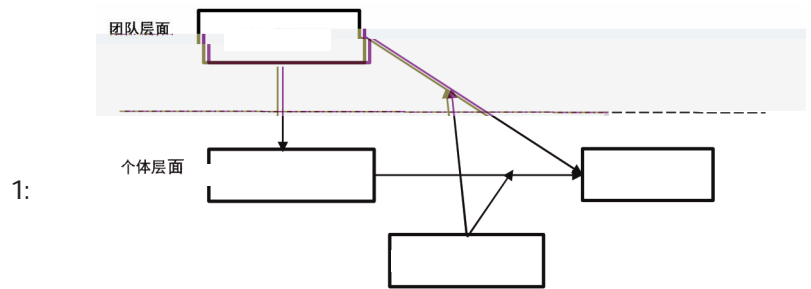
[4]

:

H5

H6

H7:



1.

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[2]

2014 3

[3]

2011 11

[4]

2013 12

280

245

3

85

4.80

60

51

67.5

3-6

60

51

3 :

2

1.

ICC 1 ICC 2 RWg
 RWg- mean=0.89 ICC
 1 =0.18 ICC 2 =0.52 James 0.05 0.5

2.

	M	SD	1	2	3
1.	2.358	0.434			
2.	3.259	0.650	-0.261**		
3.	2.515	0.548	0.025	0.043	
4.	3.159	0.746	0.373*	-0.639*	0.012

*** p<0.001 ** p<0.01 * p<0.05

VIF

1.5

10

3.

	χ^2	df	χ^2/df	CFI	TLI	RMSEA
	721.961	415	1.740	0.914	0.904	0.055
	1088.031	418	2.603	0.813	0.792	0.080
	1477.241	420	3.517	0.706	0.675	0.100
	1475.442	421	3.505	0.706	0.677	0.100

2

$\chi^2=721.961$

df =415 $\chi^2/df=1.740$ CFI=0.914 TLI=0.904 RMSEA=0.055

4.

Harman

4

26.87

40

5.

1

Mplus7.4

Multilevel Structural Equation Model MSEM

MSEM

[1] 3

2

=0.429 p<0.001 H1

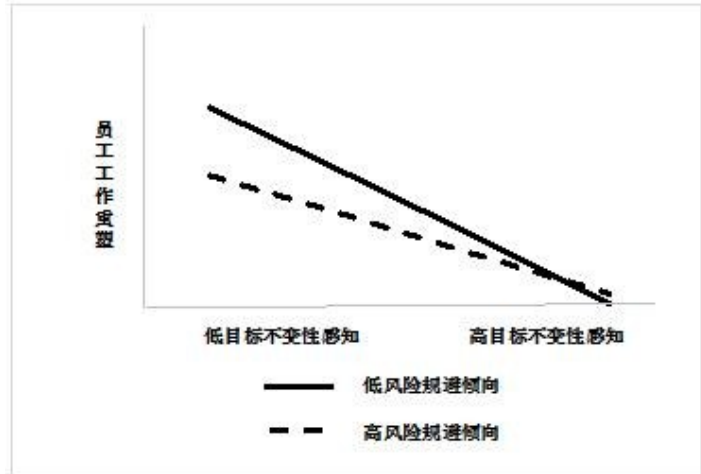
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[1]

2014 3

68

H6



4

7

Mplus7.4 Sobel
Mplus7

bootstrapping

R3.21

Parametric Boot

strap 20000
95%

		95%		
M	1SD	0.112	-0.125	0.349
M	1SD	0.298	0.051	0.544

6

=0.298 CI

0.051, 0.544
0.125, 0.349

=0.112 CI

H7

1.

1

2

3

2.

1

2

3

3.

1

2

3

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