

210093  
210096  
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(Kochan et al., 2003)  
vold, Hui, Ding, & Hu, 2003)  
2004)

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

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" 71172064

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" 12YJC630321

" 71202106 "

" 10YJC630029 "

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(Wiersema&Bantel, 1992)

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

"  
(Communica-  
Traitlike CA  
(Context

2  
4.

" Hofstede, 1991  
" Luthans, 1998

380 311

81%  
2

3

Likert 1 5

1

2001 24 PRCA-24 Personal Report of Communication Apprehension; McCroskey,  
" " "

0.88

( $\alpha = .86$ )

2

6

2 0.88 (0.82)<sup>2</sup>

4 0.77 0.87

0.81 0.84 0.82

( $\alpha = .78$ )

3

5-10 2

Thatcher 3 Thatcher, et al. 2003

Golembiewski 1995 Milliken&Martins 1996

4 (15 )

Tepper 2000

60 MBA

0.901

3

, , 35.63%

1.

238 77% 73 23% 1

12 24 46 53% 33%

14%

	1	20	2	20-30	3	30-40	4	-40-50
5	50-	1		2	3	4		5

2  
1  
(r=0.340 p<0.01)  
0.376 p<0.01)  
p<0.01)  
3

N=105

	1	2	3	4	5	6
1.	5.390	1.438				
2	3.200	1.023	-0.034			
3	3.171	1.033	-0.104	0.013		
4	0.629	1.214	0.109	0.117	0.114	
5	4.752	1.230	0.334*	-0.128*	-0.178*	0.212*
6	4.906	1.402	0.248*	0.144	-0.134	0.052
7.	5.784	1.036	0.407*	0.012	-0.022	-0.265**

\* p < 0.05 \*\* p < 0.01

(r=0.909)

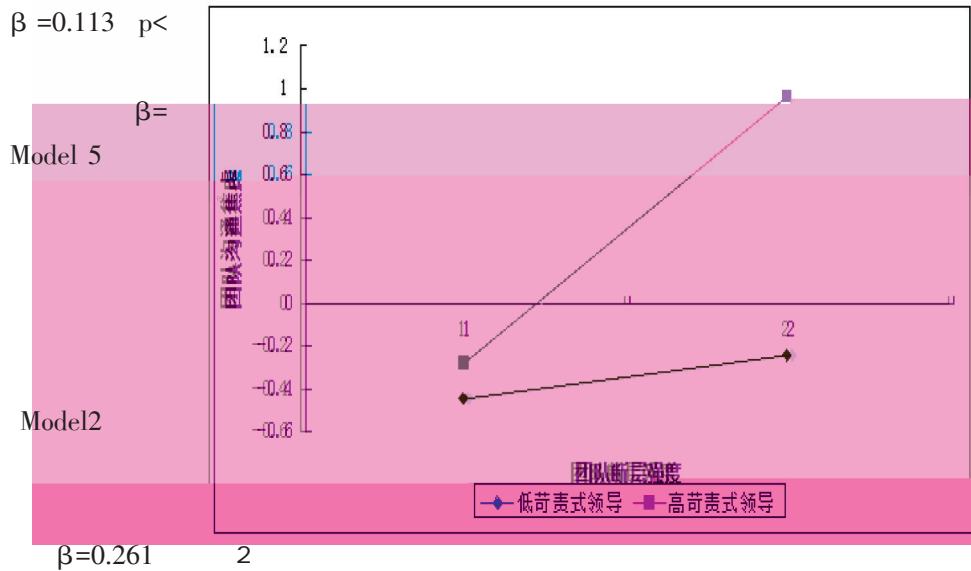
SPSS18.0

Model5  
0.331 p<0.01  
2

		2						
$\beta =$		Model1	Model2	Model3	Model4	Model5	Model6	
1		0.315*	0.332	0.181	0.412	0.454	0.408	
		-0.115	-0.099	-0.185	0.025	0.065	-0.079	
		-0.144	-0.127	-0.072	0.040	-0.082	0.100	
			0.212*	0.361**		-0.331**	-0.113*	
				0.344*			-0.210*	
	$\times$			0.261**				
6	Model 6	R <sup>2</sup>	0.145	0.181	0.453	0.168	0.273	0.389
		$\Delta R^2$	0.145	0.026*	0.308*	0.168	0.105**	0.116**
		F	5.725	6.072	13.546	6.779	9.375	13.254

\*p < 0.05, \*\*p < 0.01

$\beta = 0.113$  p<0.05  
0.21 p<0.01



Model3  
Model2  
model3

$\beta = 0.261$  2

p<0.01

3

2



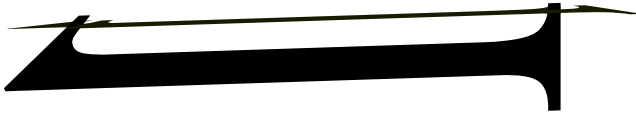
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