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“ ” “ ” “ ”

1.

STAMPER MASTERNSON

^[1] Chen

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Buonocore [4]

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Zhao [8]

Amabile^[9]

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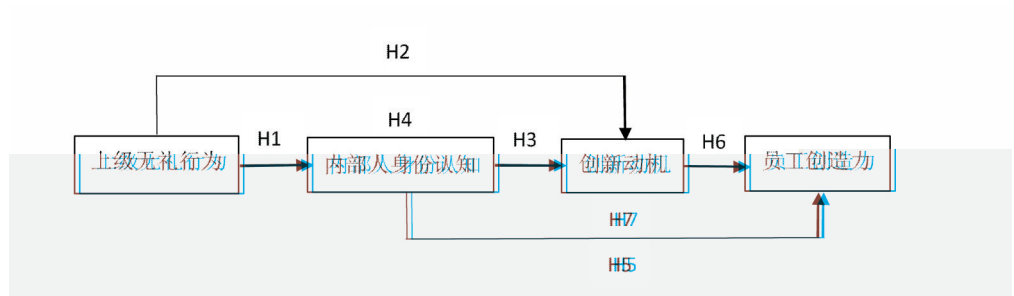
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Shalley^[5]

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1. , 1 =- 0.2P
 0.001 =- 0.29,P 0.001 =- 0.2,P 0.001
 =-0.17,P 0.01 =-0.14,P 0.001
 =-0.67,P 0.001

			1	2	3	4	5	6	7
1	1.55	0.49							
2	2.52	0.81	-0.01						
3	1.63	1.18	0.07	-0.28**					
4	1.51	0.75	-0.19**	0.08	0.28**				
5	1.87	0.71	-0.07	0.05	0.02	0.02			
6	2.93	0.27	-0.02	0.001	0.002	0.09	-0.2**		
7	3.28	0.70	-0.04	0.14**	-0.11*	0.23**	-0.29**	0.17**	
8	3.49	0.63	-0.06	-0.01	-0.03	0.05	-0.20**	0.14**	0.67**

n=372 *** p 0.001 ** p 0.01 * p 0.05

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Harman

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32.81% 50%

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SPSS21.0

2

Cronbach' s Alpha

0.70

KMO

0.70

Bartlett

50%

	Cronbach' s Alpha	KMO	
	0.945	0.953	62.43%
	0.926	0.886	54.57%
	0.829	0.829	59.53%
	0.958	0.933	66.89%

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AMOS21.0

X²/df=

2.43 3 CFI=0.902 0.9 TLI=0.901 0.9 RMSEA=0.062 0.08

2

AMOS21.0

1

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2004 6

171

	X ²	X ²	df	X ² /df	CFI	TLI	RMSEA
(SI,PIS,IMEC)	1431.71		588	2.43	0.902	0.901	0.062
(SI+PIS,IMEC)	2010.15	578.44*	591	3.40	0.835	0.824	0.080
(SI+IM,PIS,EC)	2299.82	868.11**	591	3.89	0.801	0.788	0.088
(SI,PIS+IMEC)	2184.68	752.97*	591	3.69	0.815	0.802	0.085
(SI+PIS+IMEC)	2848.27	1416.56**	593	4.80	0.738	0.721	0.101
(SI+PIS+IM+EC)	4569.85	3138.14**	594	7.69	0.537	0.509	0.134

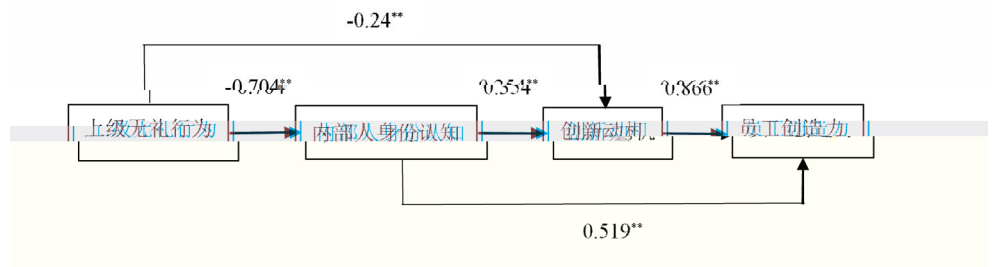
n=372 SI PIS IM EC + ***

	SI	EC	SI	IM	PIS	EC	2	3	4	5	SI	IM	PIS	EC
X ²			4						1	X ²	2			1
							AIC	BIC		BIC	1			
							1		1					

		1	2	3	4	5	6
	X ²	1431.71	1471.07	1453.74	1525.78	1525.78	1525.97
	X ²		22.03*	39.36**	94.07**	94.07**	94.26**
	df	588	589	589	589	590	591
	AIC	1587.71	1625.07	1607.74	1679.78	1677.78	1675.97
	BIC	1893.38	1926.82	1909.50	1981.53	1975.62	1969.89
	BIC	1823.13	1858.61	1841.82	1913.73	1907.32	1901.79
	SI PIS	-0.704**	-0.639*	-0.68*	-0.702**	-0.702**	-0.705**
	SI IM	-0.270**	-0.003		-0.003		
	SI EC	-0.338**		-0.156**	-0.013	-0.015	
	PIS IM	0.354**	0.212*	0.19*	0.078*	0.077**	0.068*
	PIS EC	0.519**	0.347*	0.418**			
	IM EC	0.866**	0.866**	0.85**	0.876**	0.876**	0.874*
	SI PIS EC	-0.36**	-0.22*	-0.28*			
	SI PIS IM	-0.24**	-0.13*	-0.12**	-0.05**	-0.05**	-0.04**
	SI IM EC	-0.23**	-0.002**		-0.002**		
	PIS IM EC	0.30*	0.18**	0.16**	0.06**	0.06**	0.05**
	SI PIS IM EC	-0.21**	-0.11**	-0.10**	-0.04**	-0.04**	-0.04**

n=372,*** p 0.001,** p 0.01,* p 0.05

SI IM 4 1 PIS EC 5 1 SI EC 3 1 SI IM PIS EC 6



	SI	PIS	IM			
				= -0.24	p 0.01	95% [0.012, 0.07]
IM EC				= 0.30	p 0.01	95% [0.012, 0.154]
EC				= -0.21	p 0.01	95% [-0.235, -0.055]

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Cortina ^[1]

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A Study of the Effects of Superiors' Disrespectful Behaviour on Employees' Creativity Based on a Series Mediation Model

Liu Change Huang Jie Xie Wei

Abstract: The previous studies put much emphasis on the effects of leaders' positive behaviour on employees' creativity rather than leaders' negative behaviour. Based on social cognitive theory, the present study attempts to investigate the effects of superiors' disrespectful behaviour on employees' creativity. By conducting a questionnaire survey among 372 employees, the researchers employ the structural equation model to discuss the series mediation effects of the insider identity and motivation for innovation and verify the research hypotheses. The research results show that the insider identity has some mediating effects on the relation between superiors' disrespectful behaviour and employees' creativity; that the insider identity has some mediating effects on the relation between superiors' disrespectful behaviour and motivation for innovation; that motivation for innovation has some mediating effects on the relation between superiors' disrespectful behaviour and employees' creativity; that motivation for innovation has some mediating effects on the relation between the insider identity and employees' creativity; and, therefore, that the insider identity and motivation for innovation has series mediation effects on the relation between superiors' disrespectful behaviour and employees' creativity.

Keywords: superiors' disrespectful behavior; insider identity; motivation for innovation; employees' creativity