



苛责管理导致工作场所不安全?

International Labor

Organization 2016

230

3.17

1

2

Portland State University

Michigan State University John M. Schaubroeck
Journal of Applied Psychology Abusive Supervision, Thwarted
Belongingness, and Workplace Safety: A Group Engagement Perspective



abusive supervision

lower safety behavior

lower safety
higher social standing

performance
uncertainty

468

3

589

16

belongingness need satisfaction

social standing uncertainty



清华经管学院
Tsinghua SEM

Journal of Applied Psychology