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分離夫妻的美麗與哀愁：職家衝突的交互影響研究(V01)

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中文摘要：本研究以工作/家庭邊界理論為理論基礎，在特定的職家脈絡下進行，也就是分離夫妻家庭脈絡。檢視分離夫妻工作/家庭重要性與彼此職家衝突的關係，以及其對工作與家庭滿意度的影響。同時，將「性別」與「夫妻」的人際視角納入職家衝突歷程的研究中，援用「行動者-伴侶互動模式」(APIM)，探究其間的性別差異與夫妻交互影響的歷程，希冀能讓「家庭」與「配偶」這兩個長期以來在職家研究中被忽視的一方，能有發聲的機會，將職家衝突歷程中豐富的「動態循環」與「人際影響」獲致更完整的瞭解，以期能同時提供學術研究與實務管理之貢獻。因此，本研究將以分離夫妻之配對樣本為研究對象，利用人際網絡回收樣本，並選取不同工作背景的受訪者以力求樣本之異質性和結果之類推性，共計回收有效問卷278份(139對夫妻)，有效回卷率80.34%。研究結果發現，分離夫妻之離家者的重視工作角色與WFC(工作干擾家庭衝突感)高於留守者；離家者的重視家庭角色可以減少自身的FWC(家庭干擾工作衝突感)，並提高自身的家庭滿意度；離家者的重視家庭角色可以減少留守配偶的FWC，並且提高留守配偶的工作與家庭滿意度；最後，留守配偶的重視家庭角色會增加離家者的WFC，並且降低離家者對工作的滿意度。

中文關鍵詞：工作/家庭邊界理論、工作/家庭重要性、工作/家庭衝突、工作與家庭滿意度、分離夫妻

英文摘要：Based on work/family border theory, the aim of this study is to explore the relationship among work/family salience, work/family conflict and job and family satisfaction in terms of specific family context about married couples living apart. Meanwhile, in the line of actor-partner interdependence model (APIM) and bringing the interactive view of gender and couples might better testify the gender differences and the mutual conjugal interaction in the work-family conflict process. To sum, this project aims to remedy the overlooking of family-related and couples issue in the existent literature, and to better understand the dynamic circle and interaction between couples, as well as to contribute research and practice filed. Samples with deferent background was recruited to increase sample diversity and generalization of research results. The research collected 278 valid responses from the couples living apart through personal contacts and the valid response rate is 80.34%. The results showed the work salience and work-to-family conflicts of leaving spouses are higher than left spouses; the more family salience which leaving spouses value, the less family-to-work conflicts they possess and in turn feel higher family satisfaction; the more family salience which leaving spouses value, the less family-to-work conflicts which left spouses possess and in turn left spouses feel higher both work and family satisfaction; finally, the more family salience which leaving spouses value, the more work-to-

family conflicts leaving spouses possess and in turn feel lower job satisfaction.

英文關鍵詞：work/family border theory, work/family salience, work/family conflict, job and family satisfaction, married couples living apart

分離夫妻的美麗與哀愁：職家衝突的交互影響研究

壹、研究動機與目的

隨著女性教育程度提高、性別平等工作的推動，女性勞動參與率逐年上升。女性勞動參與率從 1978 年的 39.1% 成長至今，2013 年已突破 50%，2014 年達到 50.64%（梁嘉莉，2011；行政院主計處，2016）。不管是否育有子女，2000 年到 2010 年間有偶婦女勞動參與率皆有提升之趨勢，例如有 6 歲以下子女者 10 年間由 51.2% 提高至 59.1%，有 6-17 歲子女者由 59.9% 提升至 67.9%，子女均在 18 歲以上者由 30.7% 上升至 31.9%，無子女者也由 66% 上升至 69.9%（梁嘉莉，2011），顯示雙薪家庭已是台灣社會的家庭常態。

第二次世界大戰之後的景氣復甦時期，由於產業的人力需求提高，政府鼓勵婦女走出家庭扮演工作者的角色，但也由於妻子外出工作，男性開始得面臨協助家務與育兒的情況。在男女雙方皆須面對來自工作與家庭雙重要求的時代背景下，工作與家庭研究（work and family research, 簡稱職家研究）便在關注職家衝突（work and family conflict），即「工作對家庭衝突」（work-to-family conflict, 以下簡稱 WFC）與「家庭對工作衝突」（family-to-work conflict, 以下簡稱 FWC）的這個脈絡之下陸續展開。

今日，雖然職家研究推展已逾三十年，但隨著商業社會的競爭與多元發展，職家面向的複雜度也隨之提高。例如，商業競爭使得工作要求與工作難度提高，於是工作的超額負荷與壓力可能影響家庭生活；特別是當社會經濟發展之後，富裕的生活頻頻喚起人們對家庭與生活品質的重視時，工作者的職家衝突感受可能愈高；另外，全球化也使得工作型態變得多元，工作者面對高頻率的出差、短期外派、長期外派甚或常駐卻不攜伴等，皆使得家庭必須提出對策以兼顧家庭運作與維繫家庭幸福。除了愈來愈多女性投入職場、男性對於家庭投入的社會價值觀轉變、工作者的流動性增加、工作者期望的改變，例如愈來愈重視生活品質等外，Brief 與 Nord（1990）提到高離婚率讓單親家庭愈來愈多，個人還可能因此遭遇難以負荷的家庭要求而影響工作。

多年來職家衝突研究多以角色理論為基礎而建構（Greenhaus & Beutell, 1985），角色理論認為構成角色壓力主要來源有三：一、角色模糊（Role conflict），也就是個人因缺乏足夠訊息，以決定如何扮演適當的角色（Kahn et al., 1964）；二、角色負荷（Role overload），指因角色要求太多，無法在同一時間內完成，且已超過個人的負荷範圍（Biddle, 1979）；三、角色衝突（Role ambiguity），分為角色內衝突

(conflict within a single role) 與角色間衝突 (conflict between role) 兩種類型，前者因個體或兩個不同群體對同一角色有不同的期望與要求，使當事人有無所適從之感；後者則是個人須同時扮演兩個以上相互衝突的角色，無法協調 (Horton & Hunt, 1976)。這些角色負荷、角色模糊與角色衝突等角色壓力皆會影響職家衝突 (Greenhaus, Parasuraman, Granrose, Rabinowitz & Beutell, 1989)。根據角色理論，不同角色間的衝突會產生角色壓力而影響個人福祉，因為職家衝突是家庭與工作角色不相容而產生，故職家衝突可以被視為是壓力的後果 (Poelmans et al., 2005; Carlson et al., 2000)。

呈上，Cohen 與 Wills (1985) 提出的「壓力源-壓力感受模式」(stressor-strain model) 為職家衝突研究的主要應用模式。就壓力源來說，Byron (2005) 將影響職家衝突的前因分成三大類，分別是工作場域變項(work-domain variables)、非工作場域變項(nonwork-domain variables)及個人與背景變項(demographic/individual variables)。工作場域變項包含工作本身與工作環境因素、工作的投入程度、工作的彈性、工作支持和工作壓力等；非工作場域變項指家庭要求(family demands)以及其他非工作的因素，如家庭壓力與衝突、家庭投入時間、配偶的工作情況及婚姻狀況等；而個人背景變項則有收入、性別、個人壓力因應風格等。研究發現，「工作場域變項」與 WFC (Bruck, Allen, & Spector, 2002; Byron, 2005; Frone et al., 1997) 有較強烈的關連，而「非工作場域變項」大多與 FWC 的相關較強 (Byron, 2005; Frone et al., 1992; 陸洛 et al., 2005; Lu et al., in press)，「個人背景變項」則是與 WFC 及 FWC 有弱的關聯。

在後果變項方面，Allen 等人(2000)曾針對職家衝突有關的後果變項進行分析，包括工作相關後果(work-related outcomes)、非工作相關後果(nonwork-related outcomes)及壓力相關後果(stress-related outcomes)三大類。其中，WFC 與壓力有關的後果的關連最強烈，也最為穩定。具體而言，WFC 越高則生理症狀、耗竭感受、心理壓力、家庭相關壓力與工作相關壓力也越高。以工作相關後果來說，大多數的研究都發現 WFC 與工作滿意有負向關係 (Allen et al., 2000; Kossek & Ozeki, 1998)，其他則有曠職、組織承諾、工作績效、離職與職涯成功等，與 WFC 並無一致關係 (Allen et al., 2000)。非工作相關的後果方面，WFC 與婚姻滿意度、家庭滿意度及生活滿意度均為負相關(Lu, Cooper, et al., 2010; Lu et al., 2009; 高旭繁等，2008; 陸洛等，2005)，不過研究結果並無一致的關係。

早年由於工作與家庭在空間與時間上大多是有所區隔，一般來說是由男性負擔生計的角色，而女性來操持家務，因此工作/家庭的研究大多視工作與家庭為兩個獨立運作的領域(例如:Parsons & Bales,

1955)。到了 1970 年代，工作與家庭研究反映出開放系統的取向 (Katz & Kanh, 1978)，並認為工作中發生的事件會影響家庭，反之亦然。其中具代表性的就是外溢理論 (spillover theory) 與互補理論 (compensation theory) (Staines, 1980)，這二個理論說明了工作與家庭領域是相互影響。而除了角色理論、外溢理論和互補理論之外，職家研究領域中常見的理论還包括區隔理論 (Segmentation models) (Lambert, 1990) 與資源保存理論 (Conservation of Resource; COR) (Hobfoll, 1989) 等。近年 Clark (2000) 還提出工作/家庭邊界理論 (work/Family border theory)，作為一種思考工作/家庭平衡的新理論，主要目的在探討夫妻如何在工作與家庭兩種不相容的角色衝突間取得平衡。

如同該理論所說，人都是邊界的跨越者，每天在工作與家庭領域中穿梭。不過，過去的職家研究多在尋找去脈絡的普世通則，而常忽略職家衝突原就是夫妻間的角力，是有家庭脈絡的。於是，為了彌補過往理論在說明職家衝突時，大多著重在工作角色，卻較少關注家庭角色 (Grandey & Cropanzano, 1999) 的理論缺口，本研究提出角色重要性 (role salience) 的概念，除了同時考慮家庭中夫妻的工作和家庭角色的重要性，企圖探討同一家庭中丈夫的工作和家庭角色重要性認知如何影響自己和妻子的 WFC 與 FWC，以及妻子的工作和家庭角色重要性認知又如何影響自己和丈夫的 WFC 與 FWC 之外，本研究亦加入分離家庭的脈絡，企圖檢證 Clark (2000) 在邊界理論中提出的多項命題，同時也探討分離夫妻對於各自的工作與家庭滿意之程度，以及其職家衝突對兩個後果變項之影響。

據此，本研究的目的有：

- 一、 探討離家配偶之工作和家庭角色重要性如何影響其 WFC 與 FWC；
- 二、 探討離家配偶之工作和家庭角色重要性如何影響其配偶的 WFC 與 FWC；
- 三、 探討留守配偶之工作和家庭角色重要性如何影響其 WFC 與 FWC；
- 四、 探討留守配偶之工作和家庭角色重要性如何影響其配偶的 WFC 與 FWC；
- 五、 離家/留守配偶的 WFC 與 FWC 如何影響其工作滿意與家庭滿意；

個人背景變項

1. 性別；
2. 年齡；
3. 教育年數；
4. 婚齡；
5. 子女數；
6. 平均子女年齡；
7. 職位階級；
8. 組織年資；
9. 社會讚許；
10. 與公婆/父母同住或住附近；
11. 分離夫妻：留守/離家；
12. 平均多久見面一次（單位：月）；

離家者：丈夫/妻子

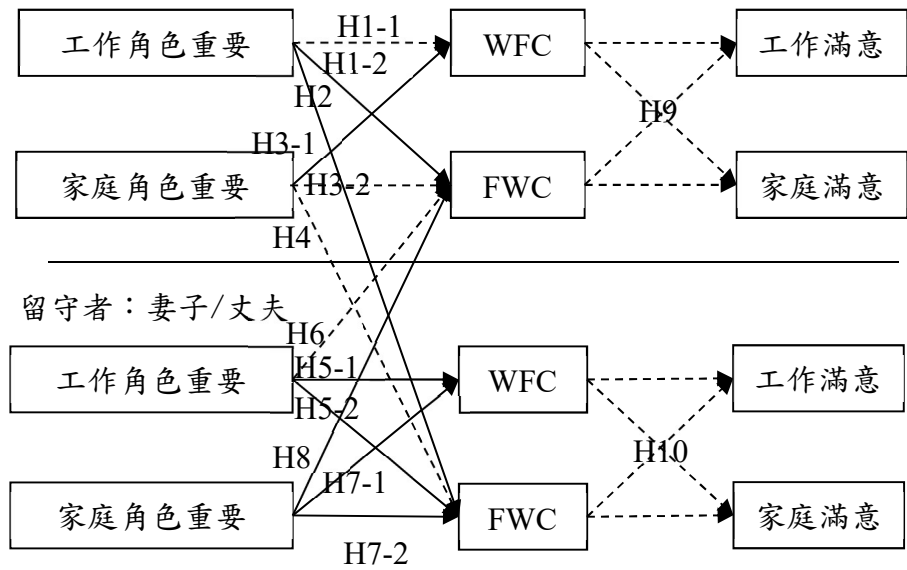


圖 1 研究架構圖

註：虛線表示負向關聯

貳、文獻探討

一、工作/家庭邊界理論

Clark (2000) 提出工作/家庭邊界理論時，它企圖解釋邊界跨越者和他們的工作和家庭生活之間複雜的作用，以及提供一個架構給個人與組織達到工作與家庭間的平衡，也就是最小的角色衝突，即是對工作與家庭的滿意與具備良好功能。工作/家庭邊界理論認為工作和家庭是兩個不同的範圍，有不同目的和文化氛圍。邊界是兩者之間範圍的界定，不同界定內有與文化氛圍相適應的行為。人們每天在工作和家庭的邊界中徘徊，可謂是邊界跨越者，而那些對定義範圍和邊界有特別影響的範圍成員可以被稱為邊界維持者。舉例來說，工作中常見的邊界維持者是主管，家庭中則是夫或妻，而邊界維持者和邊界跨越者對工作與家庭範圍和組成的不同認知，往往會影響邊界跨越者的工作與家庭平衡。但兩者之間經常交流可以幫助彼此互相理解，清楚邊界跨越者在其他範圍內的責任，遂而支持邊界跨越者

在其他範圍內盡責，以緩和角色衝突。

所謂邊界的定義和是否跨入或跨出另一個場域，取決於另一個領域相關行為的開始或停止。故 Clark(2000)認為兩個領域可能發生**整合與分割**，許多的人分割工作與家庭反而能產生綜效(synergy)，因為工作與家庭原本就不同且能分割，然而事實上似乎並沒有人有理想狀態的整合與分割，完全整合工作與家庭是需要非常的智商與情緒取向。此外，**邊界的型式**可依心理、時間與實體空間來分隔，心理邊界乃由個人所創造，指某個領域應有的想法、行為與情緒模式與另一個領域不同；時間邊界則區別出何時工作與何時要處理家庭責任，於是有工作時間和家庭時間之分；實體空間則定義工作與家庭各自活動與執行的地點，於是有工作場域與家庭場域的區別。再者，當邊界是可**滲透**時，也就是某個領域的要素進入到另一個領域 (Hall & Richter, 1988)，例如在家工作者可以有一個工作間，利用門與牆創造工作與家庭領域的邊界，然若家庭成員經常進入其工作間，並與正在工作的工作者談話，則可謂之。此時，外溢效果可能產生，這樣的滲透有正向和負向之分，知覺到的空間與時間的滲透都可被視為干擾，然而並非所有的滲透都是負向的，當某個領域的想法與觀點可以被移轉至另一個領域使用時，便可以視為創意的種子 (Whetten & Cameron, 1998)。最後，邊界還具有**彈性**，可以被縮小與延展。個人若能自由選擇工作的時間，則表示區隔工作與家庭的時間邊界非常具有彈性。同樣，個人若可以自由選擇工作地點，則表示區隔工作與家庭的空間邊界非常具有彈性。而當心理邊界具有彈性時，表示個人可以在工作中想家庭的事，或是在家庭中想工作的事，即想法、觀點與情緒在工作與家庭領域間流動十分容易。

此外，當邊界處有許多滲透與彈性發生時，**融合** (blending) 就產生了。當二個領域是相似時，有些融合可以導致領域的整合且有領域合而為一的感覺。此時，融合會創造出一個邊界領域(borderland)，此融合的邊界領域並不屬於工作或家庭領域。例如在家工作者可以會一邊工作一邊照顧小孩，此時就會產生融合的情況。當個人使用家庭經驗在工作上或是使用工作經驗增進家庭生活時，心理上的融合也發生了。然而 Anzaldua (1978) 認為邊界領域是很危險的，因為此邊界領域往往會造成跨邊界者陷入衝突的需求與衝突增加的兩難之中。於是，滲透、彈性與融合的組合決定了邊界的強度。當工作與家庭邊界是指非常難滲透、缺乏彈性且不可能有融合時，此時該領域擁有**強邊界**；而**弱邊界**則是工作與家庭領域邊界允許滲透，具有彈性且會促進融合。

根據理論，本研究認為可依滲透與彈性高低程度推論角色衝突高低的情況，如表 2：

表 1 邊界條件與角色衝突之可能關係

邊界條件	彈性高	彈性低	
滲透性高	弱邊界/融合/高衝突	最高角色衝突	➡ 角色衝突高
滲透性低	最低角色衝突	強邊界/低衝突	➡ 角色衝突低
	↓ 角色衝突低	↓ 角色衝突高	

滲透性高表示工作與家庭領域的事件可以在心理、時間或實體空間影響另一領域，因此若滲透性高，個體將感受較多的角色衝突，反之滲透性低則代表對另一領域的影響程度低，因此若滲透性低，個體將感受較少的角色衝突；彈性高表示個體可以在心理、時間或實體空間上決定領域範疇的程度，因此若彈性高，個體將感受較少的角色衝突，反之彈性低則代表個體隨時處理另一領域對自身影響的程度低，因此若彈性低，個體將感受較多的角色衝突。因此，當滲透性高且彈性低時，應會擁有最高的角色衝突，當滲透性低且彈性高時，應會擁有最低的角色衝突。而當滲透性高且彈性高時，工作與家庭領域擁有弱邊界，當能促進融合時，則因為可以同時處理兩個領域的事件而角色衝突低，但也可能認為必須同時處理兩個領域的事件而角色衝突高，本研究認為兩個領域的事件還必須能處置得宜，也就是能作還能做好，才能感受低角色衝突，故而多數時候，個體應該感受較多角色衝突。而當滲透性低且彈性低時，工作與家庭領域擁有強邊界，當個體能不受另一領域事件干擾時，即使彈性低，角色衝突的感受應該也會低。

二、工作/家庭角色重要性與 WFC、FWC

Amatea、Cross、Clark 與 Bobby (1986) 提出角色重要性 (role salience) 的概念，並編制生活角色重要性量表 (the life role salience scales; LRSS)，用以衡量個人對職業、父母、婚姻及家務的角色期望，其中職業角色就是指工作角色；而父母、婚姻及家務等角色即是家庭角色。根據 Amatea 等人(1986) 的觀點，人們的角色壓力主要來自個人對工作與家庭的角色期望，個人對扮演某一角色所具有的內在信念與價值決定了個人與角色的關係、投入某角色的時間和精力，以及角色行為表現的標準。

就本研究中的分離夫妻而言，雙薪的家庭型態使得夫妻皆是邊界跨越者，也彼此扮演對方的邊界維持者的角色，兩者也同時擁有對工作角色和家庭角色的期望。不同的是，離家者在空間和時間上有

著完美的邊界，區隔著工作和家庭範圍，留守者卻無。對離家者來說，其工作領域已被強邊界(低滲透、低彈性、不可能融合)圍繞著，家庭一方的要素較難滲透、工作與家庭的邊界也缺乏彈性且無法融合。故依據 Clark (2000) 的兩項命題「當領域越不相似時，強邊界越能促進職家平衡」與「當個人根本上認同強邊界的領域時，個人會有越高的職家平衡」。離家者根本在時間與空間上皆維持工作與家庭領域的強邊界狀態，因此當離家者在心理層面上認同工作領域時，將強化兩領域為強邊界之事實，於是可能感受較小的角色衝突。故當離家者愈是重視工作時，則其 WFC 與 FWC 皆會越低。因此，提出假設 1：當離家者重視工作程度愈高，則個人 WFC 愈低 (H1-1)、個人 FWC 愈低(H1-2)。此時，由於離家者在心理層面上認同工作領域，且在時間與空間上皆維持工作領域的強邊界狀態時，離家者將在心理與實體層次上皆無法盡到家庭責任，故留守者必須獨自承擔來自家庭領域的要求外，可能在心理層次上也感受不到離家者的家庭支持，以致於留守配偶的 FWC 會愈高。因此，提出假設 2：當離家者重視工作程度愈高，留守者的 FWC 愈高。

若離家者的工作領域在時間、空間邊界上被強邊界圍繞著，心理反而認同家庭親職、婚姻角色時，可能破壞工作與家庭的強邊界特性，以至於心理邊界滲透高，但因為時間與空間的可處置彈性低，可能使個人會有較高的角色衝突。離家者愈重視家庭角色時，會感受自己的工作狀態持續影響著家庭領域，離家事件使其對家庭領域的保護較弱，於是容易產生較高的 WFC；然而，離家者愈重視家庭角色時，基於對家庭的虧欠感與保護，會認為家庭領域事件干擾工作的情況不容易發生，因此 FWC 感受可能會愈低。故提出假設 3：當離家者重視家庭程度愈高，則個人 WFC 愈高(H3-1)、個人 FWC 愈低 (H3-2)。因為離家者重視自己的家庭角色，因此儘管不能盡到家庭責任，卻較可能夠在心理上體恤與支持留守者必須承受的家庭負擔，以致於會減少留守配偶的 FWC。因此，提出假設 4：當離家者重視家庭程度愈高，則留守者的 FWC 愈低。

再者，因為特殊的家庭脈絡，留守者是時間與空間邊界的經常跨越者，留守者必須同時處理工作和家庭責任的情況，也就是個人在工作中想家庭的事，或在家庭中想工作的事的頻率提高。儘管心理邊界的彈性必須提高，融合情況也容易發生，工作和家庭領域可能傾向為弱邊界，但對留守者來說，個人仍會感受較高的角色衝突。

此時，若留守者重視工作，因為必須兼顧家庭要求與責任，心理受現實影響，以致於邊界難以絕對劃分，於是可能使留守者感受較高的個人 WFC 與 FWC。也就是，當工作與家庭的邊界越不清楚時，

員工反而愈難去協調該在何時與何地處理工作與家庭的需求與責任 (Hall & Richter, 1988)。因此，提出假設 5：當留守者重視工作程度愈高，則個人 WFC 愈高(H5-1)，FWC 會愈高(H5-2)，而由於較能同理離家者的工作取向，因此可能降低離家者在家庭影響工作上(FWC)的感受，因此假設 6：當留守者重視工作程度愈高，則離家配偶的 FWC 會越低。

同理，若留守者重視家庭，因為必須兼顧工作要求與責任，於是可能使留守者感受較高的個人 WFC 與 FWC。故，提出假設 7：當留守者重視家庭程度愈高，則個人 WFC 越高(H7-1)，FWC 愈高(H7-2)。而由於較不能同理離家者的工作取向，因此可能提高離家者在 FWC 的感受。因此，提出假設 8：當留守者重視家庭程度愈高，則離家配偶的 FWC 也會愈高。

三、WFC、FWC 與工作/家庭滿意

從 Ford、Heinen 與 Langkamer (2007) 的整合分析發現，工作面向的變項可以解釋相當程度的家庭滿意度變異量；反之，家庭面向的變項亦可解釋相當程度的工作滿意度變異量，說明了跨領域的影響確實存在。一般而言，職家衝突愈高，個人對工作滿意和家庭滿意的程度應該愈低。Allen 等人(2000)回顧文獻後發現，職家衝突與工作滿意度、組織承諾、工作績效皆為負相關，與離職傾向、工作壓力有正相關。對離家者來說，工作與家庭領域的強邊界性質，使得個人得以接受時間與空間的保護，因此 WFC/FWC 的衝突感受可能較低，於是對工作與家庭的滿意度較高。此時，個人若仍感受 WFC 高時，由於工作關係較少能參與家庭事務，因此可能容易歸責於工作，因此工作的滿意度會愈低，對家庭的滿意度可能也會愈低；若感受 FWC 高時，由於無法處理家庭事務來減少對工作的影響，因此可能對家庭的滿意度降低，對工作的滿意度可能也會愈低。故提出，假設 9：離家者 WFC/FWC 越高，工作滿意與家庭滿意會愈低；反之，留守者的領域為弱邊界，WFC 和 FWC 不斷發生，於是不管發生 WFC 或 FWC，工作與家庭滿意感皆會愈低。因此，提出假設 10：留守者 WFC 和 FWC 愈高，工作滿意與家庭滿意會愈低。

參、研究方法

一、 研究對象與施測程序

本計畫之旨趣為探討分離夫妻之間於職家衝突歷程上的相互影響，為突顯工作與家庭的研究主軸，避免其他因素之干擾，本研究選擇夫妻均有全職工作、至少一個孩子同住的家庭為研究對象。隨機取樣雖為理想的抽樣方式，但實際執行上非常困難，且礙於時間與成本考量，我們採取立意取樣的方式。

不過，仍儘量選取不同行業、不同組織、不同管理位階、不同社經地位、不同年齡之受訪者，力求樣本之異質性。並採多種方式募集樣本，例如對各大學的在職進修生進行調查、透過個人關係徵求研究參與者，以及透過組織管理者對內部員工發放問卷等。

研究者將量表與個人、家庭基本資料編製為一份完整的紙本問卷，並附上「先生版」與「太太版」，並以顏色作為區隔，請每對夫妻各自填答問卷，所填答的問卷內容皆相同。離家者問卷我們協請留守者待其回家時填寫，夫妻雙方皆發給回郵信封一份，請其各自寄送回研究單位，或請離家者可自行掃描問卷以電子檔方式寄回，並請聯絡人再次提醒，希望降低夫妻討論的干擾。問卷填妥後，以隨附的信封彌封寄回，或交給聯絡人。在排除配對夫妻中僅有一位配偶回覆的 18 份問卷，和家庭中沒有撫養子女的 25 對夫妻(50 位樣本)後，本研究總計回收有效問卷 278 份(139 對夫妻)，有效回卷率 80.34%。

樣本特性方面，回收樣本平均年齡為 40.8 歲 (SD=8.25)；平均教育年數為 15.66 年 (SD=2.14)，大學學歷者眾 (62.3%)，其次是碩士以上 (20.4%)；平均工作年資 11.51 年(SD=8.51)；平均組織年資 11.51 年(SD=8.51)；非主管者眾共 166 人，餘者為基層主管 43 人、中階主管 36 人與高階主管 32 人。

家庭特性方面，平均結婚年數 11.9 年(SD=8.04)；平均子女個數 1.81 人(SD=.61)，子女平均年齡約 9.55 歲(SD=7.67)；沒有公婆或父母同住的家庭數較多，共 87 個家庭，住附近者 17 個家庭、同住者 29 個家庭；分離家庭的生活情況，依時間而言平均有 5.92 年(SD=5.69)；夫妻平均約 0.7 個月(21 天)見面一次(SD=.83)。

二、 研究工具

本研究之結構性問卷內容如下：

1. 工作/家庭重要性

本研究之量表採用 Amatea、Gross、Clark 與 Bobby 等人 (1986) 編製的 LRSS 生活角色重要性量表，此量表將職家角色重要性分成工作角色重要性和家庭角色重要性二個主要內涵，並將家庭角色重要性分成親職、婚姻、重家等三個構面同時考量。其中各構面及題數分布為：工作角色價值感與承諾感各 5 題，親職角色價值感 4 題、承諾感 2 題，婚姻角色價值感 3 題、承諾感 3 題，重家角色價值感 3 題、承諾感 2 題，共有 27 題。所有選項皆採 Likert 五點量尺施測，計分依次從 1 (非常不同意) 到 5 (非常同意)，分數愈高表示愈重要，反之則愈不重要。工作角色重要性題項的內部一致性信度

為.73，家庭角色重要性題項的內部一致性信度為.88（親職角色重要性=.75、婚姻角色重要性=.81、重家角色重要性=.79）。

2. 職家衝突量表

本研究採取 Netemeyer、Boles 與 McMurrin (1996) 編製的「職家衝突」量表，此量表涵蓋「家庭—工作衝突」、「工作—家庭衝突」的雙向特性之「職家衝突」，整體量表以 Cronbach's α 做內部的一致性信度測量，題目共有 10 題。在「職家衝突」量表中，所有的題目皆用李克特 7 點量尺（1=非常不同意，7=非常同意），分數愈高表示衝突愈大，反之則愈小。「家庭—工作衝突」題項如：家庭(配偶)的要求讓我無法完成工作事務、我必須順延工作來配合家庭時間的要求，「家庭—工作衝突」量表內部一致性信度為.83。「工作—家庭衝突」題項如：我的工作負荷會干擾我的家庭生活、我的工作時間讓我無法善盡家庭職責。「工作—家庭衝突」量表內部一致性信度為.94。

3. 工作滿意度量表

本研究採用 Cammann、Fichman、Jenkins 與 Klesh (1979) 的密西根組織評量問卷 (Michigan Organizational Assessment Questionnaire)，其中包含 3 個選項：「整體而言，我滿意我的工作」、「整體而言，我喜歡在這裡工作」，和一題反向題「整體而言，我不喜歡我的工作」。所有選項皆採用李克特 6 點量尺（1=非常不同意，6=非常同意），總分為反向題分數反向後與其他題分數加總，總分愈高，代表工作滿意度愈高。工作滿意度題項的內部一致性信度為.78。

4. 家庭滿意度量表

本研究之家庭滿意度源自於 Edwards 與 Rothbard (1999)，題項如「整體而言，我滿意我的家庭生活」、「整體而言，我的家庭生活很幸福」等。採用李克特 6 點量尺（1=非常不同意，6=非常同意），將所有題項分數加總，總分愈高，表示家庭滿意度越高。家庭滿意度題項的內部一致性信度為.95。

三、 統計分析方式

首先，我們將針對各研究工具進行內部一致性信度檢驗與驗證性因素分析。由於對偶資料屬性不採用既有的迴歸分析方法，我們依循結構方程模式 (Structural Equation Modeling, 簡稱 SEM) 取徑，並使用 Amos 套裝軟體進行「行動者-伴侶互依模式」(actor-partner interdependence model, APIM) 分

析。而在進行 APIM 模式比較之前，亦將先行檢視整體模式適配度指標（如：卡方值、GFI、CFI、RMSEA）。

APIM 可供研究者比較四種模式：(1)單純行動者模式(actor-only pattern)：個人的後果變項只會受個人因素影響、(2)單純伴侶模式(partner-only model)：個人的後果變項只會受伴侶因素影響，且當事人個人因素無影響效果、(3)對偶模式：個人的後果變項同時受自己與伴侶因素影響、(4)社會比較模式(social comparison pattern)：與對偶模式相似，但行動者效果為正向，而伴侶效果為負向。藉由 APIM 此等特性，研究可對對偶資料進行深入的探討。

肆、研究結果

一、 驗證性因素分析與共同方法變異分析

本研究針對所有變項進行驗證性因素分析，以檢視建構效度。首先，由於本研究題項過多，為避免模式無法辨識，因此依據 Williams 與 O'Boyle Jr. (2008) 的建議採用包裹 (parcelling) 方法，藉由降低測量偏誤、提高自由度的方式，修正整體測量模式。Williams 與 O'Boyle Jr. (2008) 認為單一變項中如果涵蓋多元面向。如工作角色重要性可分為工作角色價值感與工作角色承諾感；家庭角色重要性，可分為親職角色價值感、親職角色承諾感、婚姻角色價值感、婚姻角色承諾感、重家角色價值感、重家角色承諾感等六面向；則可以將各面向下的測量題目分數加以平均，簡化概念的測量指標。是此，按工作角色價值感、工作角色承諾感、親職角色價值感與承諾感、婚姻角色價值感與承諾感、重家角色價值感與承諾感，進行各面向測量题目的加總與平均。本研究模式之適配度指標為： $\chi^2=310.28$ ， $df=155$ ， $p=.00$ ， $\chi^2/df=2.00$ ， $GFI=.90$ ， $CFI=.96$ ， $RMSEA=.06$ 。另外，本研究模式的誤差變異介於.04 至 1.77 間且均達顯著水準，標準化因素負荷量皆介於.59 與.97 間且達統計顯著水準，符合 Bagozzi and Yi (1988) 的建議標準，模式適配度可稱良好。

收斂效度方面，本研究模式中各測量指標之標準因素負荷值達.50 以上，個別题目的信度良好；潛在變數之組合信度 (Composite Reliability, CR) 介於 1.04 到 1.83 (大於.70)；平均變異萃取(AVE)介於.56 到.87 間(大於.5)，符合 Hair, Anderson, Tatham, and Black (1998)建議，表示本研究所測之構念具收斂效度。另由表 2 可知，平均變異萃取 (AVE) 之平方根值皆大於其他不同構面下的相關係數 (Hair et al., 1998)，顯示構念間具有區別效度。

共同方法變異的事後檢驗方面，依照 Podsakoff et al. (2003) 之建議，採用潛在變數測量法進行測試，分別進行單一構面模式 (創造一個新的潛在變數並設定所有的題目都落在此潛在變數上)、三構面模式 (結合工作與家庭角色重要性為一構面、結合 WFC 與 FWC 為一構面、結合工作與家庭滿意度為一構面)、四構面模式 (結合工作與家庭角色重要性為一構面，結合 WFC 與 FWC 為一構面，其餘變項各一構面)，五構面模式 (結合工作與家庭角色重要性為一構面，其餘變項各一構面)及本研究模式的巢套分析。結果單一構面模式 ($\chi^2 = 2211.03$ ， $df = 170$ ， $GFI = .52$ ， $CFI = .41$ ， $RMSEA = .21$)、三構面模式 ($\chi^2 = 1032.71$ ， $df = 167$ ， $GFI = .71$ ， $CFI = .75$ ， $RMSEA = .14$)、四構面模式 ($\chi^2 = 776.51$ ， $df = 164$ ， $GFI = .76$ ， $CFI = .82$ ， $RMSEA = .12$)、五構面模式 ($\chi^2 = 434.78$ ， $df = 160$ ， $GFI = .86$ ， $CFI = .92$ ， $RMSEA = .08$) 皆低於可接受水準，又較本研究預設模式的適配度差，可知本研究模式為最佳模式，所測得的變項亦未聚合成一個潛在構念，故共同來源偏誤的問題應不嚴重。

二、 個人背景變項與主要變項之相關

根據表 1 可知，男性傾向愈重視工作、工作干擾家庭的衝突高；年齡愈高，愈重視工作，也愈重視家庭，家庭干擾工作的衝突低，對工作與家庭皆較滿意； 職位階級愈高，愈重視工作，家庭干擾工作的衝突感愈低；組織年資愈高，愈重視家庭，對家庭滿意度愈高；結婚年數愈高，愈重視工作，也愈重視家庭，家庭干擾工作的衝突低，對工作滿意度愈高；子女愈多，愈重視家庭，且對工作愈滿意；

表 1 個人背景變項與主要變項之相關(N=278)

變項名稱	性別 ^a	年齡	教育年數	職位階級 ^b	組織年資	結婚年數	子女個數	子女平均年齡	父母同住 ^c	分離狀態 ^d	見面間隔 ^e	離家者
重視工作	.16**	.23***	.02	.21***	.09	.15**	.01	.14*	-.01	.12	-.02	.13*
重視家庭	.01	.16**	.08	.10	.14*	.15*	.21***	.12	.02	.02	.04	-.04
WFC	.18**	-.09	.03	.09	.07	-.09	.02	-.10	-.02	-.03	.08	.26***
FWC	-.03	-.19**	-.07	-.18**	-.06	-.19***	-.06	-.21***	-.04	-.01	-.08	.02
工作滿意	-.06	.17**	-.00	.05	.11	.14*	.14*	.17*	.09	-.06	-.01	-.02
家庭滿意	.09	.12*	.08	.02	.13*	.04	.06	.04	-.06	-.04	-.09	.03
離家者	.72***	.06	.16**	.41***	.15*	-.01	.00	.00	-.16**	-.05	.01	1

* $p \leq .05$, ** $p \leq .01$, *** $p \leq .001$

^a性別：0=女，1=男；

^b職位：0=非主管，1=基層，2=中階，3=高階；

^c父母同住：0=無，1=附近，2=同住；

^d分離狀態：分離家庭型態時間(年)；

^e見面間隔：夫妻多久見面(月)；

子女平均年齡愈高，愈重視工作，家庭干擾工作的衝突低，且對工作愈滿意。此外，離家者傾向為男性，受教育程度、職位階級、組織年資愈高，與父母同住傾向低；離家者也愈重視工作，工作干擾家庭的衝突感愈高。

三、 研究變項之間的相關

(一) 全樣本

由表 2 可知，前因變項「重視工作」與工作滿意 ($r = .29, p < .001$)有正相關；另一前因變項「重視家庭」則與 FWC ($r = -.22, p < .001$) 為負相關、家庭滿意($r = .43, p < .001$) 為正相關。研究架構中的中介因子「WFC」與 FWC($r = .42, p < .001$)為正相關、工作滿意($r = -.28, p < .001$)為負相關；FWC 與工作滿意($r = -.16, p < .009$)為負相關、家庭滿意($r = -.20, p < .001$)為負相關。兩個後果變項（工作滿意度、家庭滿意）之間則是達 $.21 (p < .001)$ 的顯著正相關。

表 2 個人背景變項與主要變項之相關(N=278)

變項名稱	Mean	SD	重視工作	重視家庭	WFC	FWC	工作滿意	家庭滿意
重視工作	3.33	.54	0.75					
重視家庭	4.19	.55	.08	0.74				
WFC	4.16	1.46	-.00	.00	0.87			
FWC	3.05	1.12	-.06	-.22***	.42***	0.75		
工作滿意	4.57	1.06	.29***	.06	-.28***	-.16**	0.75	
家庭滿意	4.97	.99	.04	.43***	-.01	-.20***	.21***	0.93

* $p \leq .05$, ** $p \leq .01$, *** $p \leq .001$

(二) 離家者與留守者

除了針對全樣本瞭解研究變項之間的關聯，我們亦進行了離家者與留守者分群相關。下表 3「右上三角」為留守者樣本的相關係數，「左下三角」則是離家者樣本的相關係數。在留守者樣本部分，前因變項中的「重視工作」與工作滿意 ($r = .27, p < .001$)有顯著正相關；同為前因變項的「重視家庭」與 FWC($r = -.18, p < .03$) 達顯著負相關，與家庭滿意($r = .34, p < .001$)達正相關。兩兩中介變項「WFC」

與「FWC」間達顯著正相關($r = .59, p < .001$)，與後果變項「工作滿意」達顯著負相關($r = -.26, p < .001$)；FWC 亦與工作滿意度為負相關($r = -.29, p < .001$)、與家庭滿意為負相關($r = -.25, p < .004$)；兩個後果變項之間則為正相關($r = .28, p < .001$)。

離家者樣本的相關型式（即變項之間為正相關、負相關、或零相關），與留守者樣本的相關型式大致相同，僅有係數上的些微差異。唯一例外的是離家者樣本中，FWC 並無帶來對工作與家庭的不滿意，工作與家庭滿意度間亦無顯著的線性關係。

表 3 研究變項之間相關（離家/留守 $n=139$ ）

變項名稱	重視工作	重視家庭	WFC	FWC	工作滿意	家庭滿意
重視工作	-	.09	-.08	-.03	.27***	.09
重視家庭	.08	-	.03	-.18*	.09	.34***
WFC	.00	-.00	-	.26**	-.26**	-.03
FWC	-.09	-.26**	.29***	-	-.29***	-.25**
工作滿意	.31***	.04	-.32***	-.03	-	.28***
家庭滿意	-.02	.53***	-.01	-.14	.14	-

* $p \leq .05$, ** $p \leq .01$, *** $p \leq .001$

右上三角為留守者樣本；左下三角離家者樣本

(三) 配對樣本

除了全樣本、分群相關分析之外，我們也進行了「離家/留守者配對」的相關分析，檢視兩者之間的相互影響效果(crossover effects)。我們先檢視相關矩陣中的「對角線」，即離家者與留守者在同一變項上得分的關聯性。從表 4 的對角線可看到，離家者與留守者之間的重視家庭、FWC、工作滿意以及家庭滿意皆為顯著正相關。但雙方的重視工作與 WFC 則無顯著相關。

在職家衝突歷程(前因變項→WFC)方面，離家者的重視家庭與留守者的重視家庭達顯著正相關，離家者愈是重視家庭，則留守者的 FWC 感受愈低；反之，留守者愈重視家庭，則離家者的 WFC 會愈高。此外，離家者的重視家庭與留守者的家庭滿意呈顯著正相關，反之亦然。

表 4 研究變項之間相關 (配對 n = 139)

變項名稱	留守者					
	重視工作	重視家庭	WFC	FWC	工作滿意	家庭滿意
重視工作	.05	.04	-.07	-.06	.14	.01
重視家庭	-.01	.36**	.01	-.20*	.15	.38**
離家者 WFC	.02	.21*	.12	.12	-.08	.04
離家者 FWC	.04	-.10	.07	.18*	-.09	-.09
工作滿意	.03	.05	-.05	.04	.27**	.05
家庭滿意	-.05	.33**	.01	-.15	.16	.60**

* $p \leq .05$, ** $p \leq .01$, *** $p \leq .001$

四、 配對樣本 t 檢定

從表 5 可得知，離家者的重視工作(工作角色重視性)顯著高於留守者，並且離家者的 WFC 也顯著高於留守者。

表 5 兩群在研究變項之均值檢定

變項名稱	離家者樣本			留守者樣本			df	t
	人數	平均數	標準差	人數	平均數	標準差		
重視工作	138	3.41	.53	138	3.27	.54	137	2.19*
重視家庭	136	4.17	.58	136	4.21	.51	135	-.54
WFC	138	4.54	1.51	138	3.79	1.32	137	4.65***
FWC	137	3.08	1.17	137	3.03	1.08	136	.47
工作滿意	138	4.54	1.05	138	4.59	1.07	137	-.55
家庭滿意	131	5.02	.93	131	4.94	1.05	130	.97

* $p \leq .05$, ** $p \leq .01$, *** $p \leq .001$

五、 假設檢驗

首先，進行群組恆等性分析，藉由比較未受限模式與因素負荷量受限模式（Measurement weights model）之卡方統計量差異（ $\Delta\chi^2$ ）是否達顯著，檢驗各群組之因素模式有否不同。表 6 中的模式 3 為未限定之測量模式，模式 4 則為限定夫妻恆等之測量模式，兩模式之卡方差異 $\Delta\chi^2(14)$ 為 23.94 ($p=0.047$) 達統計顯著性，表示測量模式可能存在著群體差異。而由於卡方值易受樣本數大小影響，因此在評鑑時亦檢視 CFI、 Δ CFI、及 RMSEA 等指標以增加判斷準確度，當 Δ GFI >0 、 Δ CFI $\leq .01$ 及 RMSEA $\leq .05$ ，則代表模式具多群組不變性(Cheung & Rensvold, 2002)。有鑑於 Δ GFI=.006、 Δ CFI=.002、RMSEA=.04 均達建議值，則可接受因果模式或測量模式具多群組因素結構不變性。但為求嚴謹，本研究再進一步進行結構模式之受限係數、未受限係數與共變數，以確認本研究之結構模式也符合測量衡等性之要求。藉由比較結構模式之未受限模式與受限模式（Structural weights model）的差異，如表 6 模式 6 之結果顯示， $\Delta\chi^2 = 29.95$ ， Δ df= 22， $p = .119 > .05$ 未達統計顯著性，可推知各群體間具有相似的結構模式。最後，本研究將檢驗不同群體間結構模式的共變數模式是否相同。如表 6 模式 7 中顯示， $\Delta\chi^2 = 33.00$ ， $df = 25$ ， $p = .131 > .05$ 未達統計顯著性，可推論群組間之共變數相等，即該結構模式具多群組共變數衡等性。

表 6 群組恆等性模式適配指標比較摘要

模式	χ^2	df	χ^2/df	GFI	CFI	NFI	RMSEA	比較	$\Delta\chi^2$	Δ df
1. CFA-離家樣本	249.15	155	1.60	.85	.95	.87	.06			
2. CFA-留守樣本	197.735	155	1.27	.88	.97	.90	.04			
3. 未限定測量模式	446.88	310	1.44	.87	.96	.89	.04			
4. 限定夫妻恆等測量模式	470.82	324	1.45	.86	.96	.88	.04	3 vs.4	23.94	14
5. 未限定結構模式	599.18	322	1.86	.84	.92	.85	.05			
6. 限定係數結構模式	629.13	344	1.82	.83	.92	.84	.05	5 vs.6	29.95	22
7. 限定共變數結構模式	632.18	347	1.82	.83	.92	.84	.05	5 vs.7	33.00	25

* $p \leq .05$ ，** $p \leq .01$ ，*** $p \leq .001$

接續，可進一步進行結構模式之 APIM 模式比較。在此之前，本研究先分群檢定離家者與留守者的行動者效果(spillover effects)。表 7 中模式 1 呈現的是離家者樣本結構模式之適配指標， $\chi^2=219.78$ ， $df=152$ ， $GFI=.87$ ， $CFI=.96$ ， $RMSEA=.06$ ，顯示模式適配度大致良好。由圖 2 可知，對離家者來說，家庭角色重要性與 FWC 達顯著負向關聯，表示離家者愈重視家庭角色，則其認為家庭干擾工作的衝突感受愈低，假設 3-2 暫且成立；WFC 與工作滿意度達顯著負向關聯，表示離家者的工作干擾家庭的衝突感受愈高，則其工作滿意度越低；FWC 與家庭滿意度達顯著負向關聯，表示離家者的家庭干擾工作的衝突感受愈高，則其家庭滿意度越低，假設 9 部分成立。

表 7 中模式 2 呈現的是留守者樣本結構模式之適配指標， $\chi^2=224.32$ ， $df=160$ ， $GFI=.87$ ， $CFI=.96$ ， $RMSEA=.05$ ，顯示模式適配度大致良好。由圖 3 可知，對留守者來說，家庭角色重要性與 FWC 達顯著負向關聯，表示留守者愈重視家庭角色，則其認為家庭干擾工作的衝突感受愈低，與假設 7-2 預期相反；WFC 與家庭滿意度達顯著正向關聯，表示留守者的工作干擾家庭的衝突感受愈高，則其家庭滿意度越高，不符預期；FWC 與工作、家庭滿意度達顯著負向關聯，表示留守者的家庭干擾工作的衝突感受愈高，則其工作、家庭滿意度皆愈低，假設 10 部分成立。

本研究仍架構在夫妻配對之整體模式，故結合行動者效果和伴侶效果(crossover effect)後，表 7 中模式 3 呈現的是整體模式的結構模式之適配指標， $\chi^2=969.68$ ， $df=687$ ， $GFI=.76$ ， $CFI=.92$ ， $RMSEA=.05$ ，顯示模式適配度未盡理想。由圖 4 可知，對離家者來說，家庭角色重要性與 FWC 達顯著負向關係、FWC 與家庭滿意度達顯著負向關係，可知離家者的家庭角色重要性愈高，其 FWC 愈低，其家庭滿意度愈高。WFC 與工作滿意度呈顯著負相關。因此，假設 3-2 成立，假設 9 則部份成立。此外，就伴侶效果而言，家庭角色重要性與配偶的 FWC 呈現顯著負向關係，顯示離家者愈重視家庭角色，則配偶的家庭干擾工作的衝突感受就愈低。因此，假設 4 成立。

對留守者而言，其前置因子「工作角色重要性」與「家庭角色重要性」皆不顯著影響 WFC/FWC，反而，留守者愈重視家庭角色，則離家者的工作干擾家庭的衝突感(WFC)愈高。FWC 亦與工作、家庭滿意呈顯著負向關聯。因此，僅假設 10 部分成立。

行動者效果與伴侶效果之效果強弱比較方面，當限定本研究模式中所有伴侶效果後(限定為 0，即圖 4 中 $L1=L2=L3=L4=L5$)，結果顯示留守者家庭角色重要性認知與 FWC 的關係變得顯著(係數為-.24， $p=.03$)，其餘關係則不變。可知在沒有考慮離家者重家角色認知的影響時，留守者的重家角色認知愈

高，FWC 的衝突感受也會愈低。而在限定所有的行動者效果後，除了離家者的 FWC 與家庭滿意度的關係不顯著外(係數為-.15， $p=.053$)，其餘結果不變。

表 7 研究模式適配指標

模式	χ^2	df	χ^2/df	GFI	CFI	NFI	RMSEA
1. 離家樣本(行動者效果)	219.78	152	1.44	.87	.96	.89	.06
2. 留守樣本(行動者效果)	224.32	160	1.40	.87	.96	.89	.05
3. 整體模式	969.68	687	1.41	.76	.92	.79	.05
4. 限定伴侶效果	987.06	692	1.42	.76	.92	.78	.05
5. 限定行動者效果	986.39	695	1.41	.76	.92	.78	.05

* $p \leq .05$ ，** $p \leq .01$ ，*** $p \leq .001$

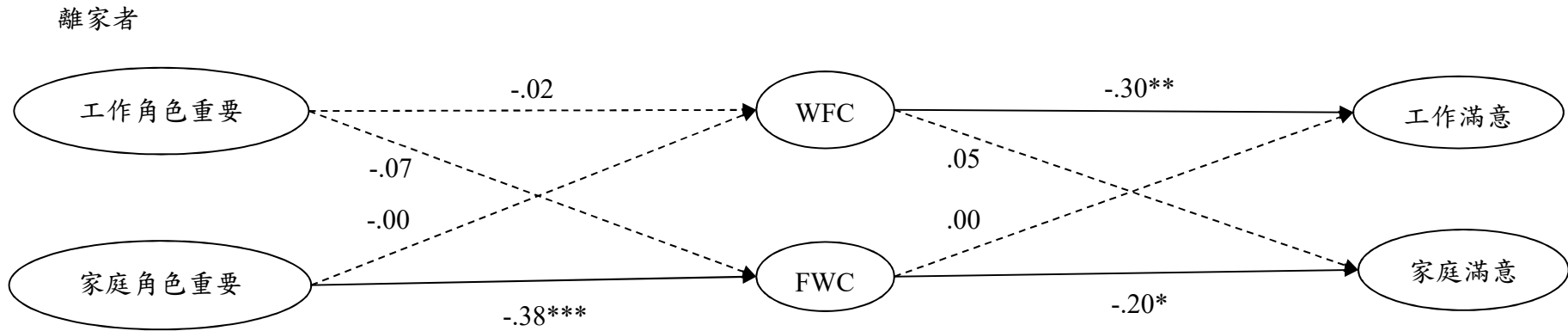


圖 2 離家者樣本結構模式(標準化係數)

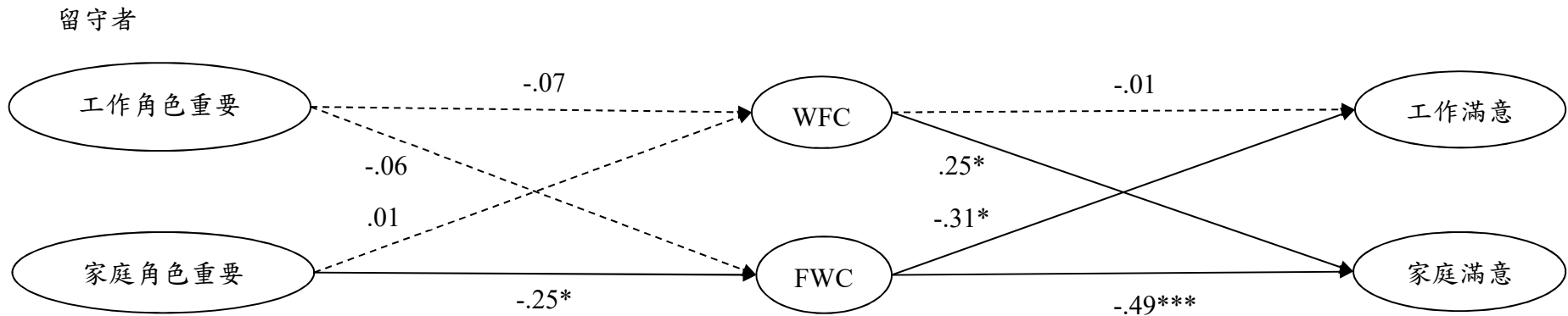


圖 3 留守者樣本結構模式(標準化係數)

註：1.為求精簡，各指標與殘差未呈現於圖中；虛線代表不顯著。

2. $*p \leq .05$ ， $**p \leq .01$ ， $***p \leq .001$

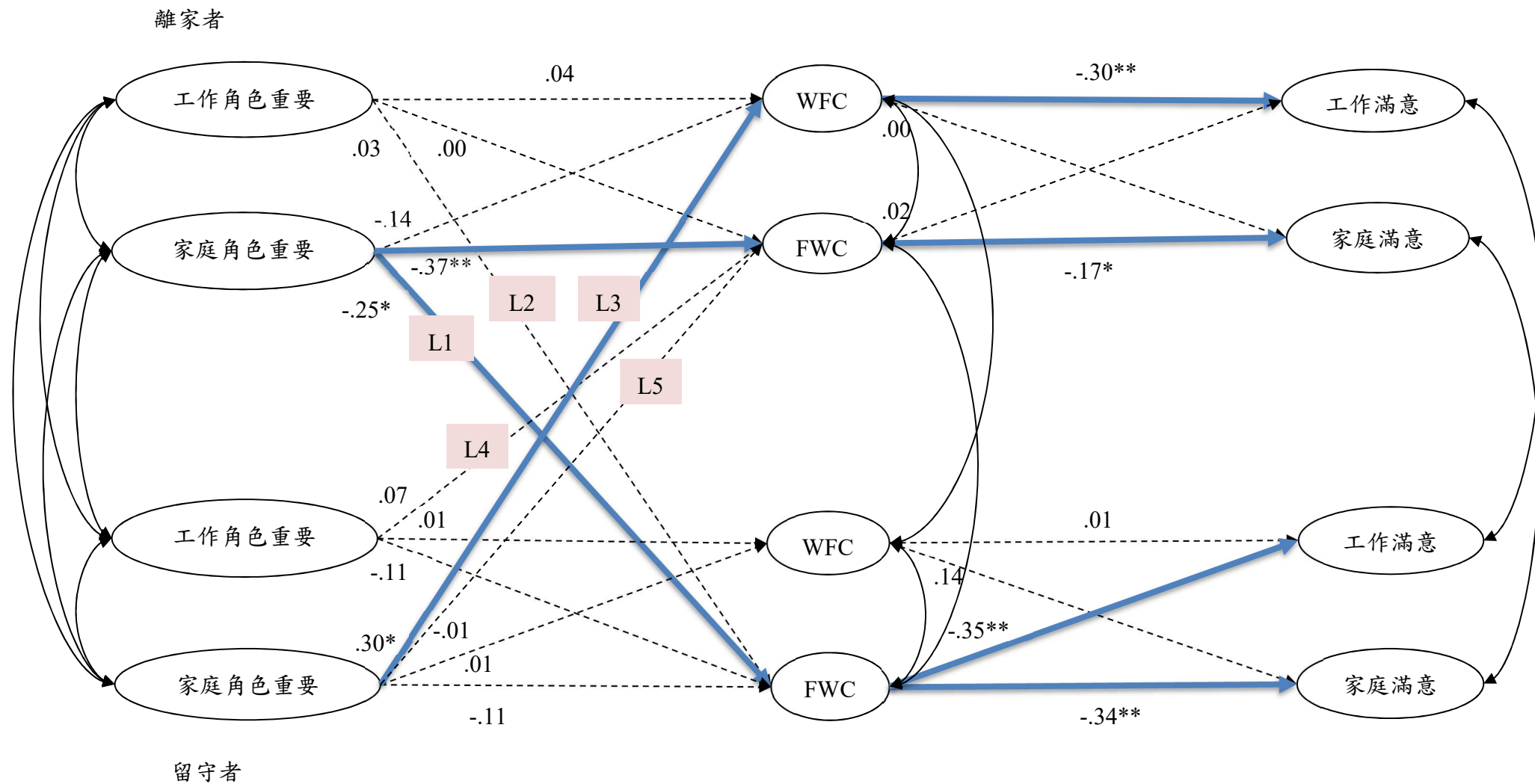


圖 4 伴侶效果之結構模式(標準化係數)

註：1. 為求精簡，各指標與殘差未呈現於圖中；虛線代表不顯著。

2. * $p \leq .05$, ** $p \leq .01$, *** $p \leq .001$

伍、結論與討論

一、本研究之主要發現

本研究旨在探討同一家庭中丈夫的工作和家庭角色重要性認知如何影響自己和妻子的 WFC 與 FWC，以及妻子的工作和家庭角色重要性認知又如何影響自己和丈夫的 WFC 與 FWC，同時也探討分離夫妻職家衝突對於各自的工作與家庭滿意之影響。研究結果顯示，在個人內的行動者效果中，離家者愈是重視家庭角色，將能降低自己在家庭干擾工作的衝突感受(FWC)，並且提高家庭滿意的程度；在伴侶效果方面，離家者愈是重視家庭角色，將有助於減少留守者的家庭干擾工作衝突感(FWC)，並且提高留守者的工作與家庭滿意度；最後，留守者愈是重視家庭角色，將使離家者感受較高的工作干擾家庭衝突，並且減少離家者的工作滿意度。

二、分離夫妻的重家角色與職家衝突

本研究發現分離夫妻在重視家庭領域的角色認知與其職家衝突有明顯的關聯。離家者的重家角色認知尤其是減緩其自身 FWC 與留守者 FWC 的關鍵；反之，留守者的重家角色認知，則容易影響離家者的 WFC。過去的統合研究發現，「工作場域變項」與 WFC 有較強烈的關連，而「非工作場域變項」大多與 FWC 的相關較強 (Byron, 2005; Frone et al., 1997)，但這些變項主要是引發職家衝突的場域壓力源。根據認知評價的過程，這是因為個人容易由來源歸因(source attribution)來產生情感的反應，例如，當個體感到 WFC 時，較可能怪罪工作角色與對工作不滿意。本研究的重家角色認知作為一種價值取向，與前述的壓力源並不相同，但卻可能也有來源歸因的效果。也就是，離家者與留守者的低 FWC，乃受到了自己的重家角色認知與配偶重家角色認知的保護。尤其，本研究也發現在沒有考慮伴侶效果的情況下，留守者的重家角色認知愈高，其 FWC 也愈低。離家者的工作場域雖然在時間與空間上形成強邊界，離家者的重家角色態度卻無疑讓夫妻在心理層次上跨越了工作與家庭場域，使兩個場域的範疇在心理層面上有了彈性。

不過，留守者的重家角色認知卻沒有形成離家者在職家衝突上的保護作用，而是提高離家者的 WFC。這個意外的發現原不在理論預期之內，卻與研究發現共同提供了我們思索幾種可能性。第一、究竟那些因子具心理邊界的滲透性與彈性是足以影響 WFC 與 FWC？對分離夫妻而言，留守者代表家的一方，當在外一方的重家角色價值取向透過心理邊界滲入家的一方時，如同金剛罩般確實的保護了

家庭，重家角色價值取向可視為家庭場域的變項；當這個家的場域的變項滲透到配偶的工作場域時，很明顯有了衝突性，它像是離家者無法應付的家庭要求，透過心理邊界的可滲透性直入離家者的在心理為工作場域設下的防線，在缺乏因應彈性的情況下，打亂了心理層面在工作場域內原有的平靜，因此似乎是家庭因子保護了家庭，卻損及了工作；第二、若重家角色價值取向是屬於家庭場域的變項，則為何沒有遵循來源歸因的脈絡，影響離家者的 FWC，反而是 WFC 呢？究竟角色的價值認知是壓力源嗎？就測量變項的操作定義來看顯然不是，如同本研究一開始就聲明研究是立基在有別於過去壓力源-壓力感受-壓力後果的模式，於是角色的價值認知是否可以視為是職家的增益因子，家庭的增益因子裨益家庭，工作的增益因子裨益工作，反之卻可能傷害另一場域，可以思慮，未來研究也應該將它與 WFE 一起探究才可清楚。

比較個人與配偶的相互影響力：國內的職家研究早期多以工作女性，尤其是女性專業人員與主管為研究的主體（初麗娟，2009；周麗端，2007；2008；蕭如閔，2008；張婷婷、陸洛、陸昌勤，2009；黃宜純、王素華，2007），爾後，雖有學者將焦點擴大到夫妻關係，納入了男性的觀點，探討雙薪夫妻所面臨的職家議題及其因應（田秀蘭，2007；利翠珊，2010；許碧芬、周清霈、吳偉立，2001），以及男、女性員工在職家議題上的感受差異（陸洛等，2005；滕慧敏，2005；黃美鳳，2005；黃明新，2008）。但是，「夫妻配對」設計的研究始終是鳳毛麟角。透過對偶關係的比較結果，可讓我們對於職家衝突中互動的雙方有更全面的了解，不再是其中一方的聲音而已。

本研究彌補了目前文獻過於看重「工作場域」忽略「家庭場域」影響力的失衡現象。正如 Eby 等人 (2005) 的文獻回顧顯示：工商心理學 (IO) 與組織行為 (OB) 領域中的職家研究過度強調「工作」面向，以致於我們對員工職家衝突與其他生活面向之間的關連所知相當有限，這正是職家研究長期以來著重工作領域的變項，而忽略家庭/其他生活領域變項的結果。本研究同時納入工作與家庭前因變項，正是想對減輕此失衡現象有所貢獻。由於職家衝突的殺傷力之大，越來越多的組織已開始實行家庭友善政策 (family-friendly policies) 來減低職家衝突的負面影響 (Lobel & Kossek, 1996)。學者們也紛紛從工作面向出發，思考對於如何幫助個人滿足職家兩介面的要求，然而有關「家庭面向」的探討都相當缺乏，並且也忽略了對其他家庭型態中個人職家衝突的關心與注意。因此，本研究關注一種特別卻又愈來愈多見的家庭型態：分離家庭，企圖了解這類家庭型態夫妻間的職家衝突，也喚起社會對其的關心與注意。

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計畫編號	MOST 105-2629-H-468-001-		
計畫名稱	分離夫妻的美麗與哀愁：職家衝突的交互影響研究(V01)		
出國人員姓名	吳欣蓓	服務機構及職稱	亞洲大學經營管理學系助理教授
會議時間	2017 年 4 月 4 日 至 2017 年 4 月 6 日	會議地點	Kyoto, Japan,
會議名稱	(中文) 2017 商業與管理國際論壇 (英文) 2017 International Symposium on Business and Management (ISBM 2017)		
發表題目	(中文)非正式溝通的社會功能與工作後果 (英文) Social Functions of Informal Communication and job Consequences		

一、參加會議經過

「2017 商業與管理國際論壇(2017 International Symposium on Business and Management, ISBM)」為跨領域學科的國際研討會，網羅世界各地的學者與研究員對最新議題進行討論，ISBM 面向多元涉及的領域包含財金、法律、管理、政治、教育、心理、經濟等。這次的 ISBM 為期三天，第一天下午 2 點起為開幕式，之後便是接連兩天的發表日。研討會的主辦單位包含泰國朱拉隆功大學(Chulalongkorn University)、日本兵庫教育大學(Hyogo University of Teacher Education)、台灣實踐大學(Shih Chien University)與台灣知識學會(Knowledge Association of Taiwan)。有趣的是，會場除了 ISBM 外，還同時舉辦了「教育與心理國際論壇(International Symposium on Education and Psychology, ISEP)」、「教育與全球研究國際研討會(International Conference on Education and Global Studies, IConEGS)」與「電子商務、行政、社會、教育及科技國際研討會(International Conference on e-Commerce, e-Administration, e-Society, e-Education, and e-Technology)」，由於同時進行，因此在會場中還可以遇到不同領域的學者。兩天的會期中塞滿了 275 篇左右的口頭報告和壁報交流，促成來自全世界各大洲、不同文化背景的學者分享經驗。來自世界各地的學者專家能各自表述觀點，辯論議題，正是本次會議的宗旨，也與筆者認為管理領域應有更多跨文化衝擊與新意的意旨相符。

二、 與會心得

可能出於此次會議的跨領域性特徵，主辦單位邀請 keynote speech 的講者 Kinichi Fukumoto 以及 invited speech session 的講者 Md. Anwarul Islam 與 Norbert Jesse 的背景主要在教育與 IT 領域，與筆者專業有很大差異，於是有些失落。大型學術會議固然熱鬧，但議題多，難以深耕：人多興趣多，多元議題是必然的，卻很難深化，也無法聚焦。惟筆者所選擇的壁報論文呈現方式能與學者有較多的交流，在壁報呈現的 1 個小時，一方面能針對他人所提出的問題深入講解，一方面也能趁空閒時觀摩他人的壁報，針對感興趣的議題進一步提問及討論，並互相留下聯絡方式，更能達到學術交流之效。有趣的是研討會另提供 Whova app 讓與會者可以透過社群軟體聯繫，獨樹一格，筆者便收到德國學者 Gassemi Karim 的聯繫訊息。

三、 發表論文全文或摘要

見附錄一

四、 建議

比起有歷史的研討會，ISBM 並沒有可突顯研討會定位的獨特主題，是令人較失望之處。也由於參與大型會亦難免有不斷趕場、淪為大拜拜等問題，其實日後或可參加一些知名度不那麼高，但議題專注的深度、小型研討，不失為大型學術會議之外的另一種選擇，收穫可能不減反增。此外，出席國際會議時，口頭報告能得到的學術交流效果可能反而不及壁報論文。尤其是大型的研討會，在平行場次的競爭下，有時一個口頭報告專題的會場只有寥寥數人，提問者甚少；相反的，壁報論文場次集中，能與 5~10 人進行交流，其實是更好的選擇。

五、 攜回資料名稱及內容

本次會議除了攜回大會會議手冊及論文摘要光碟外，另外還與多位研究議題相關的國外學者互留聯繫方式，並交換參考論文，收穫甚豐。

Social Functions of Informal Communication and job Consequences

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ABSTRACT

This study explored the relationships among social functions of informal communication, team socialization, team identification, and job performance based on social identity theory. The purposive sampling method was used to conduct a two-wave survey from 409 team members of 45 teams. A total of 231 participants returned from matching two-wave samples and the valid response rate was 56%. As a result of using hierarchical linear modeling approach, the results revealed that information function of informal communication was positively related to team socialization, team identification and job performance; whereas friendship function had negative effect on team socialization, especially language and performance proficiency, and job performance. Furthermore, both team socialization and team identification had mediating effects on the relationship between information function and job performance. Finally, information function of informal communication could foster team socialization mainly referring to learning team goals and values and consequently increased team identification; however, there was no evidence showing that the mediating effect would keep on improving job performance.

Keyword: social functions of informal communication, team socialization, team identification, job performance, social identity theory

科技部補助專題研究計畫出席國際學術會議心得報告

日期：2017 年 12 月 19 日

計畫編號	MOST 105-2629-H-468-001-		
計畫名稱	分離夫妻的美麗與哀愁：職家衝突的交互影響研究(V01)		
出國人員姓名	吳欣蓓	服務機構及職稱	亞洲大學經營管理學系助理教授
會議時間	2017 年 12 月 11 日至 2017 年 12 月 12 日	會議地點	Singapore
會議名稱	(中文)第七屆數位時代下人力資源管理與專業發展國際研討會 (英文)7th Annual International Conference on Human Resource Management and Professional Development in the Digital Age		
發表題目	(中文)生涯承諾於自發型外派生涯支持模式中的重要性 (英文) Career Commitment Matters: the Persistence Model of Self-Initiated Expatriates		

一、參加會議經過

「第七屆數位時代下人力資源管理與專業發展國際研討會(7th Annual International Conference on Human Resource Management and Professional Development in the Digital Age)」為人資專門領域的國際研討會，不過該研討會仍與 6th Annual International Conference on Enterprise Marketing and Globalization (2016 EMG)共同舉辦。這次的 HRD & PD 為期兩天，第一天早上由香港城市大學的 Paul Higgins 與澳洲 Charles Sturt University 的 Humayun Murshed 進行專題演講。Global Science & Technology Forum (GSTF)自 2011 年來已於新加坡辦理七屆人力資源管理與專業發展研討會，是人力資源管理專門領域中少有的專業研討會，以提供跨國 HR 學者、實務專家進行意見交換的平台，論文收錄於 ProQuest、EBSCO 與 Crossref 等索引目錄中，並轄有 Journal of Psychology 專業期刊的出版。

二、與會心得

本人首先於國內外派領域中專研自發型外派者議題，此次新加坡之行除了分享研究，也間接收獲 Dr. Yvonne McNulty (Singapore University of Social Sciences, Singapore)於 European Academy of Management (EURAM) Conference 2017 對此議題發展與投稿的建議，對本人來說獲益良多。此外，藉由 Paul Higgins 的專題演講，也得到一些省思。Higgins 總結了三年來他在香港與英國的發現，企圖以收集的資料來回應人資是否為一門學術專業的爭論，主要從討論相關專業協會的規範性標準和人資從業者的經驗與知識去驗證人資作為專業的相關條件，例如認證、對社會的貢獻性等。Higgins 作為一位公共政策學家的研究角度，和已經認定人資為專業的我很不一樣，不過也讓人省思這門學問又如何能被世人視為專業的基

本問題，因此我仍樂見其他領域的專家企圖以審慎地態度去證明人資為專業的科學視角，或許僅是驗證人資相關實務或理論模式能夠正向裨益組織並不足夠。

三、發表論文全文或摘要

見附錄二

四、建議

HRM & PD 議題專注、小型研討，因此建議與會者宜事先做好更多的英語準備。此外，大會通常在進行匿名審查後邀請質優者參加口頭發表，並要簽署著作權轉讓聲明書，若是另有投稿期刊打算者宜注意，可去信婉拒。

五、攜回資料名稱及內容

本次會議除了攜回大會會議手冊外，另外還與職家研究領域的印度學者 Rujuta Matapurkar 互留聯繫方式，並交換參考論文，收穫甚豐。

Career Commitment Matters

the Persistence Model of Self-Initiated Expatriates

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Abstract—the aim of this paper is to explore the relations of goal self-concordance, expatriate career commitment, and future expatriate willingness among self-initiated Taiwanese expatriates working in the mainland China regarding self-determination theory. Besides, self-efficacy plays a salient role in the moderated mediation model. The study collected 205 self-initiated expatriates from 303 Taiwanese expatriates. The valid response rate was 67.6 %. Results revealed that external motivation was negatively related to expatriate career commitment; otherwise, feeling emotions such as guilt or losing face (introjected motivation), valuing the opportunity (identified motivation) and having fun with it (intrinsic motivation) for the current expatriation were positively related to expatriate career commitment. The study also finds a negative relationship between external motivation and future expatriate willingness, as well as a positive relationship between intrinsic motivation and future expatriate willingness. Furthermore, expatriate career commitment partially mediated the relationships mentioned above. Moreover, self-efficacy as a moderator enhances the relationship between intrinsic motivation and expatriate career commitment in the first-stage of the moderated mediation model.

Keywords- *Self-initiated expatriates, Self-concordance, Expatriate career commitment*

Introduction

Recently, a burgeoning population of self-initiated expatriates (SIEs) (cf. [1]; [2]; [3]; [4]; [5]; [6])¹ has been observed in Western countries. They are heterogeneous and very different from traditional expatriates in initiative motivations, lack of organizational support, and boundaryless, or protean career attitudes to working abroad. For bettering to identify SIEs, Cerdin and Selmer [6] proposed four criteria to operationalize the concept: self-initiated international relocation, regular employment, intent to stay temporarily, and skills/professional qualifications. Similar to Haslberger and Vaiman's [20] definition, SIEs are individuals characterized by self-initiation, voluntary relocation, tentative intention, unspecified return time, and engagement in highly skilled tasks. Lately, McNulty and Brewster [21] argue for the need for greater construct clarity of expatriates, specifically business expatriate whom we care about

¹ They were also known as individuals with overseas experiences (OEs/big OEs)[7], self-initiated workers with foreign work experiences (SFEs) [8], self-selecting expatriates [9], people with self-initiated international job opportunities [10], self-expatriates/self-made expatriates [11], self-initiated mobility/foreign experiences/movers [12], international itinerants [13], self-employed individuals [14], expatriate academics [15];[16];[17], [18]), or newcomers employed in an overseas business unit of an organization [19]).

the most to assess and compare findings across studies in the international human resource management (IHRM) field. Therefore, the research put the focus on SIEs who are organizationally employed, having no citizenship with the host country, having intended length of time abroad contracting with their company at least, and legal compliance. They cross abroad and apply for the current expatriation voluntarily.

Our study aims to conduct a persistence model of SIEs based on self-determination theory (SDT; [22]) and to test the relationships among four motives of goal self-concordance, expatriate career commitment, and future expatriate willingness. We also testified the moderator effect of self-efficacy. The efficacy mechanism might enhance the positive relations between autonomous motives and expatriate career commitment as well as buffer the relations between controlled motives and expatriate career commitment.

Self-concordance and future expatriate willingness

The idea of self-concordance is a way to conceptualize optimal goal striving and refers to the extent to which activities express individuals' actual interests and values ([23]). Drawing from the self-determination theory (SDT; [22]), Sheldon and Elliot [24] measure self-concordance by the level of perceived locus of causality (PLOC). The goal or activity with an internal perceived locus of causality is congruent with one's sense of self, whereas an external perceived locus of causality emanates from events or pressures outside the integrated sense of self [23]. Therefore, Sheldon and Elliot [24] developed a goal-based measure, in line with continuum motivations, for acting from external to intrinsic. According to the SDT, these are external motivation, introjected motivation, identified motivation, and intrinsic motivation. Motivation through external regulation indicates that individuals perform actions to obtain external rewards, forced by circumstances, or in response to external demand. Introjection motivation is acting to avoid anxiety or feelings of guilt. Motivation by identification refers to actions affording important instrumental value to the individual and is

self-endorsing. Therefore, it is classified as autonomous motivation, although individuals might not be able to enjoy the act itself. Intrinsically motivated actions are completely self-determined, meaning that individuals make their own choices of satisfying their needs according to different situations. In this stage, individuals truly agree with the value of the act itself, and hence, the action is entirely autonomous. External and introjected motivations are classified as non-autonomous or non-concordant motivations, whereas identified motivation and intrinsic motivation are classified as autonomous or concordant motivation ([25]; [26]).

It seems appropriate to apply this theory to the exploration of SIEs. The plans of SIEs to work abroad are relevant to internal reasons and external constraints. Inkson *et al.* [7] showed that satisfying a desire for adventure and exploration, an aspiration to enhance one's cultural experience, and seeking growth opportunities might motivate an individual to go abroad. Suutari and Brewster [8] revealed that the significant motives of working abroad for Finnish SIEs and AEs were internationalism, employer initiative, and poor employment situations, while there is no difference in the motivations of new experiences, professional development, career progress, and economic benefits. They also argued for a common worry of highly educated people leaving for work abroad, partly due to an intolerance of high taxation, increasing unemployment, attractive foreign job markets, lack of job opportunities, and limited career development. Jackson *et al.* [27] analyzed the motivations of high-tech workers from New Zealand working abroad and proposed two types of motivational components: pull and push. The "pull" components included lifestyles and extended family, and the "push" components included career development and favorable cultural and economic factors. Still, the main motivational factors for some British researchers were a hunger for exploration, an escape from existing lifestyles or jobs, financial incentives, and instigation by family and social networks [15]. Selmer and Lauring [17] investigated the motivations of 428 academic researchers working in five northern European countries and found that reasons such as seeking

adventure/travel or career and financial incentives drove the younger scholars. Doherty et al. [1] discovered that satisfying the desire for adventure was the primary motivation for SIEs, followed by confidence in their ability to work and live abroad, and the intention to explore the world. To summarize, SIEs' might be driven by internal motivations such as, satisfying the desire to explore or find adventure, independence, autonomy, and self-development; they may, however, also be driven by external motivational factors, such as the pull of another family member or the push of economic conditions.

The variability of self-set personal goals might be distinctive in relating to SIEs' future expatriate intention, which predicts return behavior. The extrinsic and intrinsic motivation to work abroad drives SIEs. However, their self-concordant motivation for working abroad might produce a long-term period of expatriation; otherwise, non-concordant motivation might approach a short-term relocation. The SDT asserts that the degree of individuals' self-determination has a strong relationship with setting goals and subsequent behavior [28]. The evidence indicates that individuals exert more effort toward personal goals that are more internalized ([24], [22]; [29], [30], [31]). Therefore, the self-concordant motivations of SIEs might result in the persistence of personal goals of working overseas in future. Identified motivation, which drives the action to express one's value and uphold self-investment, as well as intrinsic motivation, which inherently engages in interesting and challenging activities would motivate SIEs to seek the next expatriation. In contrast, their non-concordant motivations in the current expatriation might easily shift their original goals to alternatives due to dictating their own volitions. External motivation, which forces the action controlled by external pressures or contingencies, and introjected motivation, which leads to avoiding feeling anxious or guilty, would reduce SIEs' future expatriate willingness. Simply, volitional autonomy is a determinant of individuals' devotion and persistence in behavior. Therefore, this study offers the following hypothesis.

H1: SIEs' self-concordant motivations (identified

and intrinsic motivations) for the current expatriation positively relate to future expatriate willingness; while SIEs' non-concordant motivations (external and introjected motivations) negatively related to future expatriate willingness.

Expatriate career commitment and the mediating role

According to Hall [32], career commitment is the strength of one's motivation to work in a chosen career role. For SIEs, career commitment is a part of work commitment to fulfill a chosen goal in their careers. This might be termed expatriate career commitment, the extent to which individuals engage in international work experience/assignments as career goals. Suutari [33] discusses a group of global managers in long-term international careers. They were originally interested in international careers and often firmly committed to working overseas. Specifically, their features include international experience as an integral part of their career planning, set goals of working abroad, persistently seek overseas job opportunities, and have an aspatial career attitude. Moreover, the commitment to an international managerial career makes them unwilling to abandon the international element in their work, even in their home country.

Sheldon *et al.*, [28] believe that the SDT can provide new insight into the antecedents of goal commitment and the degree of goal-internalization will predict goal commitment. In other words, the extent that individuals feel internally motivated to pursue targets affects their commitment to self-set goals because not all self-set goals feel autonomously chosen. Suutari [33] found that there were two types of global managers in international careers. The first group believed internalization played an important role in their career orientation or recognized it as a very active and challenging experience. Such expatriates obviously had a work-abroad-attitude even at the start of their careers. The other group of global managers did not have such clear goals for an international career. Thus, the self-concordant motivations of SIEs, which means that SIEs value the opportunity to work abroad and feel excited about it, might have a positive relationship with expatriate career

commitment. In contrast, the non-concordant motivations of SIEs, which states that they do not really enjoy or believe in or pursue 'forced' international careers, might have an inverse relationship with expatriate career commitment.

H2: The self-concordant motivations of SIEs (identified and intrinsic motivations) are positively related to expatriate career commitment; however, the non-concordant motivations of SIEs (external and introjected motivations) are negatively related to expatriate career commitment.

Goal commitment influences subsequent self-actualization. Individuals with strong career commitment and higher levels of career expectations may make significant investments in their careers [34]. Thus, SIEs engaging in international work experiences/assignments as their career goals should be willing to do what is necessary to attain career goals. Moreover, once they actively engage in overseas work, it is not easy to change ambitions. Therefore, SIEs continue to work overseas and are more willing to fulfill their career goals.

H3: The more the expatriate career commitment of SIEs, the more the future expatriate willingness of SIEs.

As expatriate career commitment is one characteristic of the two types of global managers mentioned by Suutari [33], the rationale of working overseas is clear. In other words, expatriate career commitment preserves the career goals of working overseas. SIEs with self-concordant motivations internalize expatriate careers from their volition. Their career commitment easily supports their decision to work abroad and increases the intentions of future expatriation. Furthermore, the organismic integration theory (OIT) of the SDT asserts that extrinsic motivation has a stimulative effect, that is, motivations may shift from non-autonomous (i.e., not completely self-determined) to autonomous (completely self-determined) over time. This organismic integration process depends on the occurrence of internalization ([23]; [25]), that is, the degree of self-determination of SIEs might change according to the various situations they experience. Therefore, this study puts forth the following

hypothesis:

H4: Expatriate career commitment mediates the relationship between motivations and future expatriate willingness.

Self-efficacy as a moderator

SDT insinuates that needs are inherent nutriments—namely, fundamental elements of sustained psychological growth, integrity, and well-being [25]. Inherent psychological needs are the foundation of SDT, and, hence, must be understood. Once these needs are satisfied, individuals are likely to thrive [28]. These fundamental needs include competence, autonomy, and relatedness [25]. According to SDT, the more the environment can satisfy these psychological needs, the more stimulated is individuals' subsequent behavioral motivation. However, people with high self-efficacy tend to set challenging goals and act firmly with confidence [35]. The combination of firm beliefs in oneself could also be able to nurture the need for competence and actualize SIEs inherent potential. Therefore, self-efficacy acts as a buffer mitigating the negative effects of non-concordant motivations on SIEs' expatriate career commitment to future expatriate willingness. Otherwise, self-efficacy could enhance the positive effects of self-concordant motivations on SIEs' expatriate career commitment.

H5: Self-efficacy mediates the relationship between motivations and future expatriate willingness.

Method

Sample and Procedure

This study was conducted among Taiwanese SIEs working in Mainland China. First, expatriates working in Taiwanese and other types of capital corporations were recruited through personal contacts, ensuring that participants gave positive feedback either through personal requirement or by email. Secondly, the items 'Whether or not you applied for this expatriate position voluntarily?' was added at the end of the questionnaire to identify SIEs. At the end of the survey, 303 participants returned usable questionnaires. After excluding eight nonresponses and 90 respondents answering 'yes' for the confirming items, 205 SIEs (67.6 %

valid response rate) were collected for further analysis.

The respondents were 78 % male and 22 % female, with a mean age of 37.30 (SD = 8.33), mean job tenure of 12.67 years (SD = 8.98), mean job tenure in the current organization of 5.40 years (SD = 6.50) and job tenure overseas of 5.05 years (SD = 5.06); 56.7 % were married, and 28 % of them had their spouse/partner with them; most of the participants had college diplomas (57.8 %), followed by above master degree (34.8 %), and high school degree (7.4 %) and about 84.9 percent were managers at various levels. More SIEs worked in manufacturing (61.5 % than other industries (e.g., 17.6 % of high technology, 4.4 % of finance service, and 2.4 % of retail business). Furthermore, they engaged in productive tasks for the most (30.9 %), followed by sales tasks (29.4 %), research and development (11.9 %), and others (e.g., finance service, personnel administration, and medical/health care). Most of them were recruited by Taiwanese capital corporations (83.9 %); others were employed by foreign capital corporations (6.3 %), local companies (5.2 %) and Taiwanese venture capital with locals (4.7 %). Participants were recruited from the major cities north from Beijing south to Haikou of Hainan along the east coast and also from the west city of Chongqing.

Instruments

Self-concordance. *The measure was derived from Bono and Judge [36], including four questions representing a continuum of self-concordant reasons for goal pursuit. The four reasons also represented four motivations in SDT. Participants answered all questions for the reasons why they chose these international jobs. The questions were ‘You choose this goal because somebody else wants me to or because the situation demands it’ (external motivation), ‘You pursue this goal because I would feel anxious, guilty, or ashamed if I didn’t’ (introjected motivation), ‘You pursue this goal because I really believe it’s an important goal to have’ (identified motivation) and ‘You pursue this goal because of the fun and enjoyment it provides me’ (intrinsic motivation). Nine -point rating scales were used (1 = ‘not at all for this reason,’ to 9, ‘completely for this reason’).*

Expatriate career commitment. *The expatriate career commitment scale was developed by Wu, Lu,*

Yang, and Lin [37] for the Chinese version. According to the descriptions of SIEs in Suutari [33], Wu et al., [37] generated seven items (listing in Appendix A) to access the propensity for an expatriate career. Five-point rating scales were used (1= ‘strongly disagree,’ to 5, ‘strongly agree’), with higher scores representing high levels of expatriate career commitment. The alpha coefficient was .83; however, only four items were left after examining of confirmatory factor analysis (CFA).

Future expatriate willingness. *Two items based on Taiwan Social Change Survey (TSCS), the largest nationwide social survey incorporated into the International Social Survey Program (ISSP) involving 40 countries in the world, were modified to measure expatriate willingness to work abroad again. They were ‘If there were a related opportunity next time to work abroad in the company where I worked, I would apply for the overseas work again’ and ‘If there was an opportunity to work abroad in other companies, I would take the chance.’ After conducting exploratory factor analysis (EFA), these two items represent a single construct, accounting for 92.92 % of the total variance. Each item was rated on a four-point scale (1= ‘never,’ to 4, ‘more willing’), with high scores representing high levels of willingness to accept another overseas assignment. The alpha coefficient was .92.*

4) *Self-efficacy.* General Self-efficacy Scale [38] was used to measure self-efficacy. There were five items, e.g., “I am confident that I could deal efficiently with unexpected events.” Each item was rated on a six-point scale (1 = not at all true, 6 = very true), with high scores representing high levels of self-efficacy. The internal consistency alpha was .85.

Analytic Strategy for Assessing the Model

The analytic strategy used AMOS 17.0, which provides the capability both to assess goodness of fit for overidentified models and a traditional path model by estimating paths simultaneously. In the current study, we used the former to test the potential problem of common method variance and validity of constructs, then the later to examine our hypothesized model. Based on [39], our moderated mediation model involved seven study variables and five interacting variables at the same time. Considering the multicollinearity issue, Grapentine

[40] suggested that path analysis partially disguise multicollinearity's effects compared to latent-variable analysis, which produces less stability in the model's estimated coefficients due to higher coefficient standard errors caused in part by multicollinearity. Besides, the path analysis also solved the problem of our unidentified model for lack degrees of freedom available. Although many researchers using only single indicators of latent variables (cf. [41]), our revised model with single indicators of latent variables was still unidentified. Netemeyer, Johnston, and Burton [42] demonstrated that combining indicator variables into composited scales led to path estimates that were virtually identical to the estimates generated by using multiple single-variable indicators. Instead of imposing any constraints, we adopt path analysis to test out hypotheses after demonstrating the validity of research constructs.

Results

Assessment of Common Method Variance

As with all self-report data, there is the question of common method variance as a potential explanation for the findings. Two tests were conducted to determine the extent of method variance in the current data. First, Harman's single-factor test [43] was used. Results from this test suggested the presence of four factors and an acceptable portion (31.75%) of the first factor. It indicated that common method effects are not a likely contaminant of the results observed in this investigation. To confirm these results, additional analyses were performed to test for common method variance following the procedure recommended by Lindell and Whitney [44]. In this approach, a measurement model with an additional method factor was tested. Results showed the amount of method variance was 26%. The results of these tests suggest that common method variance is not a pervasive problem in this study.

Convergent and Divergent Validity of Constructs

Confirmatory factor analysis (CFA) was conducted to examine the validity of our measurement model. The composite reliability (CR) is an indicator of the internal consistency of a construct and suggested being greater than 0.6 by

Fornell and Larcker [45]. In the present study, except for the lower CR of each motivation (CR=0.50) due to single-item measurement, CR for the other three constructs is 0.83, 0.84 and 0.92 (see Table 1), indicating the acceptable internal consistency of these constructs. In spite of the lower CR of each motivation, the self-concordant reasons self-reported the degree of measuring facts. As pointed out by Sackett and Larson [46], if the construct being measured is sufficiently narrow or is unambiguous to the respondent, a single-item measure may suffice. Further, according to Hair, Black, Babin, Anderson, and Tatham [47], convergent validity may be established when all individual items loaded at least 0.50 and significantly on their constructs. Also, the average variances extracted (AVE) is greater than 0.5 (Fornell and Larcker, 1981 [45]). The results revealed that all scale items loaded from 0.54 to 0.94 (each motivation is 0.707) and significantly ($p < .001$) on their designated construct, indicating acceptable individual item reliability. AVE represents the percentage of variances in a latent construct explained by its indicators (observed variables). In the present study, AVE for the constructs ranges from 0.50 to 0.86 (each motivation is 0.5), indicating acceptable convergence of observed indicators to their designated constructs. Thus, all constructs in our study demonstrate acceptable convergent validity. According to Hair et al., [47], discriminant validity may be established when relations between different constructs are weaker than those within each construct. When examining a correlation matrix (see Table 1), the square root of AVE should be greater than all correlation coefficients involving the construct. In the current study, the square root of AVE is greater than all correlation coefficients involving each of the constructs. Thus, the discriminant validity is acceptable for all of the constructs.

Table 1 Descriptive Statistics and Correlations for All Variables (N=205)

Variables	M	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1. Gender	0.78	0.42	1													
2. Age	37.30	8.33	.13	1												
3. Year of Education	16.40	1.56	.06	-.28***	1											
4. Marriage	0.62	0.54	.19**	.41***	-.07	1										
5. Position	1.60	0.99	.24**	.41***	-.08	.35***	1									
6. Tenure in organization	5.40	6.50	.07*	.58***	-.28**	.30**	.27**	1								
7. Year of work overseas	5.06	5.06	.16*	.65***	-.23**	.33**	.44***	.51***	1							
8. External motivation	4.44	2.74	.06	.04	-.04	-.03	-.07	-.07**	.02	(.50/.71)						
9. Introjected motivation	2.72	2.22	.06	-.16*	.07	-.13	-.07	-.15*	-.06	.33***	(.50/.71)					
10. Identified motivation	5.73	2.53	.11	-.18**	.10	-.07	-.12	-.18*	-.11	.33***	.35***	(.50/.71)				
11. Intrinsic motivation	5.75	2.41	-.02	-.23***	.07	-.18*	-.14*	-.21**	-.18*	-.05	.25***	.65***	(.50/.71)			
12. Expatriate career commitment	3.49	0.80	.06	-.08	.05	-.20**	-.10	-.07	.01	-.13	.26***	.48***	.51***	(.83/.74)		
13. Self efficacy	4.64	0.66	.00	-.01	-.02	-.03	.11	-.06	-.01	.02	.03	.34***	.26***	.18*	(.84/.72)	
14. Future expatriate willingness	3.00	0.76	-.06	-.09	-.01	-.12	-.10	-.21**	-.10	-.22**	.14*	.34***	.51***	.57***	.22***	(.92/.93)
15. Social desirability	1.17	1.09	.07	-.19**	.03	.07	.05	-.14*	-.17*	.02	-.12	.04	-.00	-.03	.01	-.01

Note: Gender: 0 = female, 1 = male; Marriage: 0 = single, 1 = married; Position 0 = nonmanager, 1 = manager. CR and the square root of AVE are in parentheses on the diagonal. * $p < .05$. ** $p < .01$. *** $p < .001$.

Although the potential threat of common method biases (CMV) is inevitable, Table 2 shows that the hypothesized seven-factor model fits the data better than not only the one-factor model but also the alternative models. The differences in chi-square for the comparisons between hypothesized model and the six alternatives were significant. Thus, the results supported the construct validity of our research model, and the CMV problem might be not severe.

Table 2 Results of the Confirmatory Factor Analysis for the Measures (N=205)

Model	χ^2	df	χ^2/df	CFI	NFI	RMSEA
1. 7-factor model	73	129	.56***	0.96	0.91	0.06
2. 6-factor model (Identified and Intrinsic motivation were combined)	77	150	.74***	0.94	0.90	0.07
3. 5-factor model (Identified and Intrinsic motivation were combined, External and Introjected motivation were combined)	80	178	.83***	0.92	0.88	0.08
4. 4-factor model (four motivations were combined)	84	199	.82***	0.91	0.86	0.08
5. 3-factor model (motivations and career commitment were combined)	87	267	.65***	0.87	0.82	0.10
6. 2-factor model (motivations and career commitment were combined, self-efficacy and expatriate willingness were combined)	89	630	.48***	0.61	0.58	0.17
7. 1-factor model	90	768	.54***	0.51	0.48	0.19

Note: CFI, comparative fit index; NFI, normed fit index; RMSEA, root mean square error of approximation. *** $p < .001$.

Correlations

Table 1 presents the summary statistics and zero-order correlations among the constructs. The bivariate relationships indicate that all the independent variables were significantly related to future expatriate willingness except unexpectedly positive relation between introjected motivation and future expatriate willingness ($r = .14$, $p < .05$). Expatriate career commitment was significantly related to our study variables with the exception of external motivation and was positively related to introjected motivation. As can be seen, the two non-concordant motivations, external motivation,

and introjected motivation, had a highly positive relation ($r = .33$, $p < .001$). The two concordant motivations also had a highly positive relation ($r = .65$, $p < .001$). However, introjected motivation was positively related not only to external motivation but also to identified motivation and intrinsic motivation ($r = .35$, $p < .001$ and $r = .25$, $p < .001$, respectively). Furthermore, there is no evidence for linear correlations between social desirability and our study variables.

Evaluating the Hypothesized Model

Table 3 presents the structural parameter estimates for the moderated mediation model. Figure 1 presents the final model with nonsignificant paths removed. To test the moderated mediation effect, the interacting variables involved in and recommend by Muller, Judd, and Yzerbyt [39] were generated by multiplying two mean-centered variables. Moderated mediation happens if the mediating process produces the effect of the treatment on the outcome depends on the value of a moderator variable. In other words, there is no moderation of the overall treatment effect on the outcome. Therefore, the study examined two particular conditions accordingly: (1) an insignificant interaction effect between the motivation and self-efficacy predicting expatriate willingness. That means there is a moderation on the indirect effect. (2) Since moderating effect on the first stage of the mediating process, a significant interaction effect between the motivation and self-efficacy will predict career commitment, and career commitment will have a significant effect on expatriate willingness.

After putting all variables into our moderated mediation model (see Table 3), the model accounted for 43 percent of the variance in SIEs' future expatriate willingness and 38 percent of the variance in expatriate career commitment. Furthermore, the assessment of the goodness of fit revealed a quite good fit to the data ($\chi^2 = 16.63$, $df = 11$, $p = .12$). The following values of additional fit indexes also indicated a good fit: goodness-of-fit index, 0.99, adjusted goodness-of-fit index, 0.90, and root-mean-square residual, 0.05.

Table 3 Standardized Path Estimates

Dependent variables	Paths	Standardized Path Estimates	s.e.
Expatriate career commitment	External motivation→Expatriate career commitment	-.22***	.02
	Introjected motivation→Expatriate career commitment	.13*	.03
	Identified motivation→Expatriate career commitment	.28***	.03
	Intrinsic motivation→Expatriate career commitment	.25***	.03
	Self-efficacy→Expatriate career commitment	.00	.08
	External motivation×Self-efficacy→Expatriate career commitment	.13*	.03
	Introjected motivation×Self-efficacy→Expatriate career commitment	.09	.05
	Identified motivation×Self-efficacy→Expatriate career commitment	-.17	.05
	Intrinsic motivation×Self-efficacy→Expatriate career commitment	-.21*	.05
	Social desirability→Expatriate career commitment	-.03	.06
Future expatriate willingness	Expatriate career commitment→Future expatriation	.42***	.06
	External motivation→Future expatriation	-.15*	.02
	Introjected motivation→Future expatriation	.03	.02
	Identified motivation→Future expatriation	-.09	.02
	Intrinsic motivation→Future expatriation	.33***	.02
	Self-efficacy→Future expatriation	.10	.07
	External motivation×Self-efficacy→Future expatriation	.01	.03
	Introjected motivation×Self-efficacy→Future expatriation	.02	.04
	Identified motivation×Self-efficacy→Future expatriation	.04	.04
	Intrinsic motivation×Self-efficacy→Future expatriation	.01	.04
	Expatriate career commitment×Self-efficacy→Future expatriation	-.06	.09
	Social desirability→Future expatriation	.01	.05

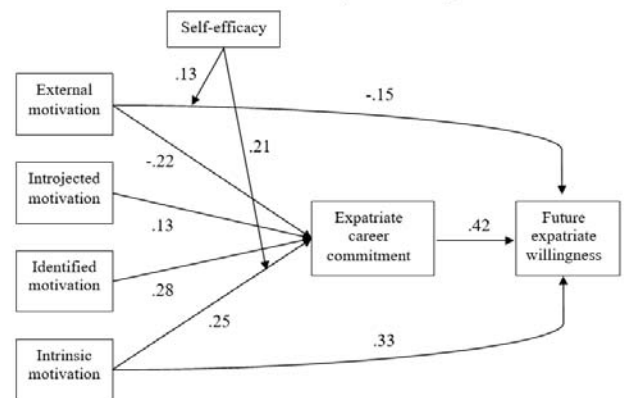
Note. * $p < .05$, *** $p < .001$

For the equations predicting expatriate career commitment, four motivations were significant, but introjected motivation had positive and contrary relation to expatriate career commitment. Furthermore, there were three significant paths from SIEs' expatriate career commitment, external motivation and intrinsic motivation for predicting future expatriate willingness. As we can see, expatriate career commitment thus mediated the relationships between four motivations and future expatriate willingness. There were full mediations between introjected motivation and future expatriate willingness as well as between identified motivation and future expatriate willingness. However, expatriate career commitment partially mediated the paths from external motivation and from intrinsic motivation to future expatriate willingness.

The results also showed that all interaction effects between four motivations and self-efficacy for predicting future expatriate willingness were insignificant. In other words, there were moderations on the indirect effect rather than direct effect. Moreover, the interaction effects between external motivation and self-efficacy as well as between intrinsic motivation and self-efficacy for predicting expatriate career commitment were significant. At the same time, expatriate career commitment had a positive relation to future

expatriate willingness. Therefore, self-efficacy moderated the external motivation–expatriate career commitment relationship and intrinsic motivation–expatriate career commitment relationship in the first stage of the mediated model. The two significant interactions are plotted in Figure 2 and 3 respectively. Specifically, the external motivation–expatriate career commitment relationship is stronger (steeper line) for SIEs with low self-efficacy. In the other hand, the intrinsic motivation–expatriate career commitment relationship is stronger for SIEs with high self-efficacy.

Figure 1
A Path Model of SIEs' Future Expatriate Willingness^a



^aFor clarity, only significant paths are shown

Figure 2 Moderated effect of Self-efficacy on the relationship between external motivation and expatriate career commitment

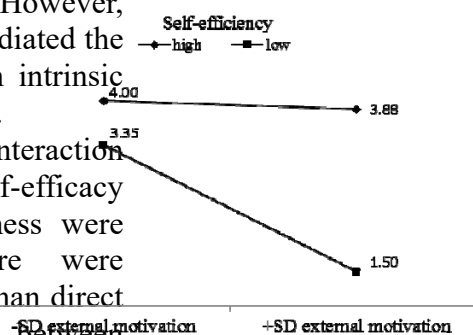
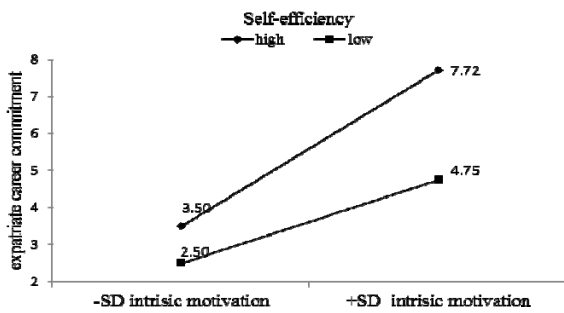


Figure 3 Moderated effect of Self-efficacy on the relationship between intrinsic motivation and expatriate career commitment



In summary, results partially supported Hypothesis 1 in that only SIEs' intrinsic motivation positively and external motivation negatively related to future expatriate willingness. Hypothesis 2 was partially supported as there were the significantly positive paths from self-concordant motivations (identified and intrinsic motivations) and only the significantly negative path from external motivations to expatriate career commitment. Hypothesis 3 and four were fully supported because expatriate career commitment had a positive relation to the future expatriate willingness of SIEs as well as mediated the motivations–future expatriate willingness relationships fully and partially. Finally, partial supports were found for Hypothesis 5 that self-efficacy moderated in the first stage of the theoretical mediation model in the external motivation–expatriate career commitment and intrinsic motivation–expatriate career commitment relationships.

Discussion

It is found that only one self-concordant motivation—intrinsic motivation driven by full self-endorsement—promotes the future expatriate willingness of SIEs. The finding indicates that SIEs who really enjoy taking current expatriations would still pursue work abroad. However, there is no evidence to support identified motivation as a strong predictor. In contrast, only one non-concordant motivation—external motivation forced by circumstances—reduces the future expatriate willingness of SIEs. Hence, SIEs that are

requested by employers, forced by economic factors, or any other external reason for current expatriations would tend to return home instead of joining other work overseas. Moreover, expatriate career commitment had a predictable effect on the future expatriate willingness of SIEs. Once the expatriate career commitment diminishes, they are apt not to accept the next expatriation and returning for work would be an alternative. These predictors of future expatriate willingness provide cues in explaining how SIEs pursue expatriation and how they might think about returning. Furthermore, self-efficacy as a moderator enhanced the relation between intrinsic motivation and expatriate career commitment and buffered the relation between external motivation and expatriate career commitment in our moderated mediation model.

Unexpectedly, introjected motivation had a positive effect on expatriate career commitment. The finding indicates that SIEs would engage in expatriate career due to feeling emotions such as guilt or losing face. This result might be relevant to the interdependent self of Markus and Kitayama [48] in Chinese culture. The essence of the traditional Chinese self is its social oriented nature, which emphasizes roles, statuses, positions, commitments, and responsibilities [49]. Taiwanese SIEs in Chinese society might engage in expatriate careers due to concerns of significant people who value expatriation, even though SIEs rarely believe that working overseas is valuable. Hence, future studies should focus on the cross-culture issue implied in SIEs.

To conclude, this study has undertaken the first step in investigating the predictors of future expatriation to gain more information in foreseeing the return of SIEs. The results clarified that self-concordance of expatriate goal has a distinctive relationship with future expatriation. For non-concordant motivation, external motivation had negative effect on future expatriation, while self-concordant motivation, intrinsic motivation was positively related to work overseas again. This study has also established expatriate career commitment as a critical mental source, which promotes the intention of pursuing expatriation in future.

Theoretical contribution

This study used the self-determination theory (SDT) to illustrate that the degree of goal-internalization affects whether SIEs persist in future expatriation or not. The results also partially respond to the second proposition of Sheldon et al., [28]. The self-set expatriate goal is passively chosen by SIEs, and the level of goal-internalization will predict goal-commitment. Most of all, the continuum of motivations not only brings career commitment in different directions but also results in distinctive intentions of the future actions of SIEs. Past studies rarely applied constructed theories or attempted to verify theoretical models. Tharenou [10] was one among few scholars who tried to apply the social cognitive career theory (SCCT) to examine the development of Australian business students' interest in an international career. Recently, Studies on SIEs have begun focusing on the application of theories. Selmer and Luring [60] applied the theory of planned behavior (TPB) to examine how various motives, such as escaping from one's previous life, employment (financial incentives), the desire to explore, and career development, affect SIEs' work consequences. Cerdin and Le Pargneux [61] adopted an objective and subjective fit approach in discussing the relationship between career variables (e.g., the attitude toward protean and boundaryless careers, careerist orientations, and the degree of fit between expatriate life and initial expectation) and the outcomes of expatriation (e.g., satisfaction). Nolan and Morley [62] also utilized the fit theory to explore the relationship between person–environment fit and expatriates' adjustment. SIE-related research has begun focusing on the enhancement of theoretical contributions. Future researchers should continue to deepen such theoretical explorations and understand the roots of the phenomena.

Research limitations/implications

Although this research advances the understanding of self-concordance among SIEs, it has some methodological limitations. First, similar to most studies on expatriation, this study also employed a cross-sectional approach due to the difficulty in collecting data overseas. However, in the future, a longitudinal approach should be encouraged, which

can better capture causal inferences. Second, despite collecting data of the cities from the north to south of China, the sample primarily focused on Taiwanese and organizational SIEs. Future studies should strive for diversity in their sample, such as different SIE populations, to establish the generalizability of findings.

Practical Implications

The self-concordance of SIEs in working overseas is important. SIEs with high self-concordance abroad are apt to carry on with their self-set goals. It is important for organizations and HR departments to pay more attention to SIEs with intrinsic motivation. Not only does HR need to understand the motivation of SIEs before they leave, it must also offer meaningful on-site support to such global talent instead of only compensation or financial support. As we know from the cognitive evaluation theory, external attraction might shift intrinsic motivation to an external one, which decreases the persistence of actions, as per our results. Moreover, HR departments or the local companies should meet the needs of self-concordant SIEs, such as their learning or exploring orientation, to enhance their career commitment. In this study, SIEs with identified and introjected motives tend to preserve expatriate career commitment. However, there was no evidence to support their future expatriation. We suggest that the talent-hungry organizations should continue recruiting self-concordant SIEs, and in the meantime, support their work overseas in improving competency. Most of all, making them believe that they are learning and developing in all aspects might help in internalizing motivation.

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Appendix A:

1. I am the person who is seeking overseas job opportunity most of the time.
2. I keep concern in international issues.*
3. I work hard for someday if I could expatriate overseas.
4. I set myself the goal of working abroad in the next few years.
5. I do not care if the company has the plan of repatriate assignment for me.*
6. I do not care if I could promote in my company after going home.*
7. Work overseas is part of my career planning.

105年度專題研究計畫成果彙整表

計畫主持人：吳欣蓓			計畫編號：105-2629-H-468-001-				
計畫名稱：分離夫妻的美麗與哀愁：職家衝突的交互影響研究(V01)							
成果項目			量化	單位	質化 (說明：各成果項目請附佐證資料或細項說明，如期刊名稱、年份、卷期、起訖頁數、證號...等)		
國內	學術性論文	期刊論文		0	篇		
		研討會論文		0			
		專書		0	本		
		專書論文		0	章		
		技術報告		0	篇		
		其他		0	篇		
	智慧財產權及成果	專利權	發明專利	申請中	0	件	
				已獲得	0		
			新型/設計專利		0		
		商標權		0			
		營業秘密		0			
		積體電路電路布局權		0			
		著作權		0			
		品種權		0			
		其他		0			
	技術移轉	件數		0	件		
		收入		0	千元		
	國外	學術性論文	期刊論文		1	篇	撰寫中並計畫投稿於國際期刊
			研討會論文		1		撰寫中並計畫投稿於國際研討會
專書			0	本			
專書論文			0	章			
技術報告			0	篇			
其他			0	篇			
智慧財產權及成果		專利權	發明專利	申請中	0	件	
				已獲得	0		
			新型/設計專利		0		
		商標權		0			
		營業秘密		0			
		積體電路電路布局權		0			
		著作權		0			
		品種權		0			
其他		0					

	技術移轉	件數	0	件	
		收入	0	千元	
參與計畫人力	本國籍	大專生	4	人次	本研究計畫培育李美儀、黃子綾，鍾沛芬，林珊如等四位同學於行政與資料處理之研究能力
		碩士生	0		
		博士生	0		
		博士後研究員	0		
		專任助理	0		
	非本國籍	大專生	0		
		碩士生	0		
		博士生	0		
		博士後研究員	0		
		專任助理	0		
其他成果 (無法以量化表達之成果如辦理學術活動、獲得獎項、重要國際合作、研究成果國際影響力及其他協助產業技術發展之具體效益事項等，請以文字敘述填列。)					

科技部補助專題研究計畫成果自評表

請就研究內容與原計畫相符程度、達成預期目標情況、研究成果之學術或應用價值（簡要敘述成果所代表之意義、價值、影響或進一步發展之可能性）、是否適合在學術期刊發表或申請專利、主要發現（簡要敘述成果是否具有政策應用參考價值及具影響公共利益之重大發現）或其他有關價值等，作一綜合評估。

1. 請就研究內容與原計畫相符程度、達成預期目標情況作一綜合評估

達成目標

未達成目標（請說明，以100字為限）

實驗失敗

因故實驗中斷

其他原因

說明：

2. 研究成果在學術期刊發表或申請專利等情形（請於其他欄註明專利及技轉之證號、合約、申請及洽談等詳細資訊）

論文： 已發表 未發表之文稿 撰寫中 無

專利： 已獲得 申請中 無

技轉： 已技轉 洽談中 無

其他：（以200字為限）

3. 請依學術成就、技術創新、社會影響等方面，評估研究成果之學術或應用價值（簡要敘述成果所代表之意義、價值、影響或進一步發展之可能性，以500字為限）

本研究的貢獻有：

1. 彌補現有文獻「重工作、輕家庭」的失衡現象，將同時兼顧「家庭」與「工作」面向，一同探討其對員工職家衝突的影響，填補文獻的缺口。
2. 將「性別」與「夫妻」的人際視角納入職家衝突歷程的研究中，援用「行動者-伴侶互動模式」，比較個人與配偶的前因變項（工作與家庭重要性）對於個人及配偶之職家衝突感受、及壓力後果的影響力熟強熟弱，檢視其間的性別差異與夫妻間相互影響的歷程，可讓我們對於職家衝突中互動的雙方有更全面的瞭解，不再只關注個人內的單一聲音。
3. 研究結果可能鼓勵或要求企業組織建構「性別友善」與「家庭友善」的工作環境，提供男、女性員工一視同仁的家庭照顧福利與措施，教育或諮詢男、女性共同協商家庭中的角色責任與任務分配，建構兩性共榮的家庭價值。

4. 主要發現

本研究具有政策應用參考價值： 否 是，建議提供機關

（勾選「是」者，請列舉建議可提供施政參考之業務主管機關）

本研究具影響公共利益之重大發現： 否 是

說明：（以150字為限）