

## ·苛责管型导致工作肠所不安全和

230

Organization 2016

International Labor

3.17

1

2

Portland State University

Michigan State University John M. Schaubroeck

Journal of Applied Psychology

"Abusive Supervision, Thwarted

3

Belongingness, and Workplace Safety: A Group Engagement Perspective "

abusive supervision

lower safety behavior lower safety

performance

uncertainty

higher social standing

468

589

16

belongingness need satisfaction

social standing uncertainty

School of Economics and Management

Tel 8610-6278 5515

**造化十岁经文管理学**院

由话 8610-6278 5515

中国·北京 100084

传真 8610-6278 5876