

## 參考書目

### 中文文獻

方妙玲

- 2002 《員工倫理決策意向模式之研究：以新世代工作者為研究對象》。  
國立台北大學企業管理學系博士論文。

王佳煌、潘中道、郭俊賢、黃瑋瑩、邱怡薇等 譯

- 2002 《當代社會研究法》，台北：學富文化事業有限公司。

朱柔若

- 2000 《社會研究方法：質化與量化取向》。台北市：揚智。

江素貞 譯

- 1993 《如何做一個成功的領導人》。台北縣：漢威。

吳志男

- 2003 《組織文化、組織氣候與組織公民行為之研究》。私立中原大學心理學研究所碩士論文。

吳政道

- 2003 《兩岸中間幹部離職因素之探討：以H公司為例》。中央大學人力資源管理研究所碩士論文。

吳瓊恩

- 2001 《行政學》。台北：三民。

李宜珈

- 2004 《人格特質、組織文化與訓練遷移成效關係之研究：以銀行業為例》。私立大葉大學工業關係學系碩士論文。

李進昌

2005 《員工倫理氣候認知及組織公平對員工道德行為承諾之影響：以大陸籍員工為例》。大葉大學國際企業管理學系碩士班碩士論文。

李雄揮 譯

1990 《倫理學》。台北：五南。

李榮霽

2002 《兩岸台商企業員工離職因素比較研究》。大葉大學國際企業管理研究所碩士論文。

李美華、孔祥明、林嘉娟、王婷玉等 譯

1998 《社會科學研究方法》，台北：時英出版社。

汪益 譯

1992 《一分鐘倫理管理》。台北：聯經。

林山田

2001 《論權貴犯罪》。台灣本土法學雜誌，第18期，1-21頁。

林文卿

2004 《老子《道德經》領導思想現代意涵之探討》。私立大葉大學事業經營研究所碩士論文。

邱文松

2002 《企業倫理課程對商學院學生道德考量、職業道德認知與倫理價值觀之影響》。中原大學會計學系碩士學位論文。

施威年

2003 《高階主管轉化型領導、團隊型組織與員工服務態度關聯性之研究：以非營利組織為例》。私立長榮大學經營管理學系碩士論文。

洪春吉

1997 〈我國紡織業之領導型態與企業文化〉，《交大管理學報》，17(3)，1-21。

洪春吉

1999 〈台灣地區中、美、日資企業之企業文化與領導行為關係比較〉。  
《屏東科技大學學報》，8(2)，157-172。

洪紹榮

2004 《組織認同、領導風格與海外派遣員工工作投入關係之研究》。私立大葉大學國際企業管理學系碩士論文。

胡美琳

2001 《非營利事業機構組織文化、轉換型領導與員工工作態度關係之研究：以南部七縣市政府為例》。私立長榮管理學院經營管理研究所碩士論文。

徐曉佩 譯

2003 《領導是一種生活方式》。台北：臉譜。

高敬文

1996 《質化研究方法論》。台北市：師大書苑。

張萬坤

2001 《組織文化與組織承諾之研究：以中華電信長通分公司台中營運處為例》。東海大學公共事務碩士在職專班碩士論文。

張潤書

2000 《行政學》。台北：三民。

梁若瑜 譯

2002 《從信任開始》。台北：麥田。

陳千玉 譯

2003 《組織文化與領導》。台北：五南。

陳坤發

2001 《公務人員行政倫理認知研究--地方行政菁英調查分析》。東海大學公共事務碩士在職專班碩士論文。

陳特

1994 《倫理學釋論》。台北：東大圖書。

陳樹

1998 《領導風格與組織文化關聯性之研究》。台灣大學商學系博士論文。

黃淑瑱

2003 《公司倫理規範與業務員道德屬性對行銷道德意圖影響之研究－以台中地區壽險業為例》。朝陽科技大學保險金融管理系碩士論文。

黃慶明 編著

1998 《倫理學講義》。台北：洪葉文化。

楊振富 譯

1997 《領導者：領導如何成功？》，台北：實學社。

詹靜芬

2003 《我國公務人員行政倫理困境之研究：以中央行政機關中級主管為研究對象》。國立政治大學公共行政學系博士論文。

趙必孝

1990 《金融自由化與金融機構人員離職因素關係之研究：以高雄市金融機構為對象》。中山大學企業管理研究所碩士論文。

蔡仁厚

1987 《儒家思想的現代意義》。台北：文津。

蕭武桐

2001 《公務倫理》。台北：智勝文化。

羅虞村

1999 《領導理論研究》。台北：文景。

譚家瑜 譯

1992 《新領導力》。台北：天下文化。

### 英文文獻

Baier, Annette C.: 1992, "Trusting People", *Philosophical Perspectives*, 6, 137-153.

Baker, M. B.: 1993, "Private codes of corporate conduct: Should the fox guard the henhouse?", *The University of Miami Inter-American Law Review*, 24, 400-433.

Baucus, M. S.: 1989, "Why Firms Do It and What Happens to Them: A Reexamination of the Theory of Illegal Corporate Behavior", W. C. Frederick (ed.), *Research in Corporate Social Performance and Policy* 11 (JAI Press, Greenwich, CT), 93-118.

Bennis, Warren G. & Burt Nanus: 1985. *Leaders: the strategies for taking charge* (Harper and Row, New York).

Berman, E. M. & J. P. West, 1997, "Managing ethics to improve performance and build trust", *Public Integrity Annual*, 23-31.

Berman, E. M., J. P. West & A. Cava: 1994, "Ethics management in municipal governments and large firms: Exploring similarities and differences", *Administration and Society*, 26, 185-203.

Beyer, J. M. & D. Nino: 1999, "Ethics and cultures in international business", *Journal of Management Inquiry*, 8, 3, 287.

Bourgault, J., S. Dion & M. Lemay: 1993, "Creating a Corporate Culture: Lessons from the Canadian Federal Government", *Public Administration Review*, 53, 1, 73-80.

- Brien, Andrew: 1998, "Professional Ethics and The Culture of Trust", *Journal of Business Ethics*, 17, 391-409.
- Bruce, W.: 1994, "Ethical people are productive people", *Public Productivity and Management Review*, 17, 241-252.
- Bruce, W.: 1996, "Codes of Ethics and Codes of Conduct: Perceived contribution To the Practice of Ethics in Local Government", *Public Integrity Annual*, 23-30.
- Burke, F. & A. Black: 1990, "Improving organizational productivity: Add ethics", *Public Productivity and Management Review*, 14, 121-133.
- Carlson, Dawn S. & Pamela L. Perrewe: 1995, "Institutionalization of organizational ethics through transformational leadership", *Journal of Business Ethics*, 14, 10, 829-839.
- Carnevale, D. G. & B. Wechsler: 1992, "Trust in the public sector: Individual and organizational determinants", *Administration and Society*, 23, 471-494.
- Claver, Enrique, Juan Llopis & José L. Gascó : 2002, "A Corporate Culture Pattern to Manage Business Ethics", *International Journal of Value - Based Management*, 15, 2, 151.
- Connell, Julia & Natalie Ferres: 2003, "Engendering trust in manager -subordinate relationships: Predictors and outcomes", *Personnel Review*, 32, 569-587.
- Denhardt, K. G.: 1991, "Unearthing the Moral Foundations of Public Administration: Honor, Benevolence, and Justice", James S. Bowman (eds.), *Ethical Frontiers In Public Management*, 91-113.
- Douglas, P. C. & B. N. Schwartz: 1999, "Values as the Foundation for Moral Judgment: Theory and Evidence in an Accounting Context", *Research on Accounting Ethics*, 5, 3-20.

- Douglas, P. C., R. A. Davidson & B. N. Schwartz: 2001, "The Effect of Organizational Culture and Ethical Orientation on Accountants' Ethical Judgments", *Journal of Business Ethics*, 34, 101-121.
- Fogarty, T. J.: 1992, "Organizational Socialization in Accounting Firms: A Theoretical Framework and Agenda for Future Research", *Accounting, Organizations and Society*, 17 (Feb), 129-149.
- Fudge, R. S. & J. L. Schlacter: 1999, "Motivating Employees to Act Ethically: An Expectancy Theory Approach", *Journal of Business Ethics*, 18, 295-304.
- Gatewood, Robert D. & Archie B. Carroll: 1991, "Assessment of Ethical Performance of Organization Members: A Conceptual Framework", *The Academy of Management Review*, 16, 4, 667-690.
- Gebler, David: 2006, "Creating an ethical culture", *Strategic Finance*, 87, 11.
- Gordon, A.: 1995, "The Work of Corporate Culture: Diversity Management", *Social Text*, 44, 3-30.
- Grube, J. W., D. M. Mayton, II, & S. J. Ball-Rokeach: 1994, "Inducing Change in Values, Attitudes, and Behaviors: Beliefs System Theory and the Method of Value Self-confrontation", *Journal of Social Issues*, 50, 153-173.
- Guy, Mary E.: 1991, "Using High Reliability Management to Promote Ethical Decision Making", James S. Bowman (eds.), *Ethical Frontiers In Public Management*, 185-204.
- Heckathorn, D. D.: 1990, "Collective Sanctions and Compliance Norms: A Formal Theory of Group-Mediated Social control", *American Sociological Review*, 55, 366-384.
- Hitt, William D.: 1990, *Ethics and Leadership: Putting theory into practice*, Battelle Memorial Institute Press.

- Hunt, S. D. & S. J. Vitell: 1986, "A General Theory of Marketing Ethics", *Journal of Macromarketing*, 6, 5-16.
- Hunt, S. D. & S. J. Vitell: 1992, "The General Theory of Marketing Ethics: A Respective and Revision", J. Quelch and C. Smith (eds.), *Ethics in Marketing* (Irwin, Chicago, IL).
- Hunt, S. D., V. R. Wood & L. B. Chonko: 1989, "Corporate Ethical Values and Organizational Commitment in Marketing", *Journal of Marketing*, 53, 79-90.
- Jose, A. & M. S. Thibodeaux: 1999, "Institutionalization of Ethics: The Perspective of Managers", *Journal of Business Ethics*, 22, 133-143.
- Karmasin, M.: 2002, "Towards a Meta Ethics of Culture - Halfway to a Theory of Metanorms", *Journal of Business Ethics*, 39, 4, 337.
- Key, S.: 1999, "Organizational Ethical Culture: Real or Imagined?", *Journal of Business Ethics*, 20, 217-225.
- Key, S.: 2002, "Perceived Managerial Discretion: An Analysis of Individual Ethical Intentions", *Journal of Management Issues*, 14, 218-233.
- Kluckhohn, C.: 1951, "The Study of Culture", in D. Lerner and H. D. Lasswell (eds.), *The Policy Sciences* (Stanford University Press, Stanford. CA).
- Knouse, S. B. & R. A. Giacalone: 1992, "Ethical Decision-Making in Business: Behavioral Issues and Concerns", *Journal of Business Ethics*, 11, 369-377.
- Koh, H. C. & E. H. Y. Boo: 2004, "Organizational ethics and employee satisfaction and commitment", *Management Decision*, 42, 5/6, 677.
- Kohlberg, Lawrence: 1984, *The Psychology of Moral Development Volume 2 : The Nature and Validity of Moral Stages* (Harper & Row Publishers, New York).



- Liu, Anita M. M., Richard Fellows & Jess Ng: 2004, "Surveyors' perspectives on ethics in organizational culture", *Engineering, Construction and Architectural Management*, 11, 6, 438.
- McEvily, Bill, Vincenzo Perrone, & Akbar Zaheer: 2003, "Trust as an Organizing Principle", *Organization Science*, 14, 91-103.
- Menzel, Donald C.: 2000, "Ethics Management in Public Organization: What, Why, How?", *Handbook of Administration Ethics*, 355-385.
- Micelli, M. P. & J. P. Near: 1984, "The Relationships Among Beliefs, Organization Position, and Whistle-Blowing Status: A Discriminate Analysis", *Academy of Management Journal*, 27, 687-705.
- Micelli, M. P. & J. P. Near: 1985, "Characteristics of Organizational Climate and Perceived Wrongdoing Associated with Whistle -Blowing Decisions", *Personnel Psychology*, 28, 525-544.
- Micelli, M. P. & J. P. Near: 1992, *Blowing the Whistle: The Organizational and Legal Implications for Companies and Employees* (Lexington, New York).
- Moeller, C.: 1988, "Ethics Training", Elizabeth k. Kellar (eds.), *Ethical Insight Ethical Action*, 116-130.
- Near, J. P., M. S. Baucus & M. P. Micelli: 1993, "The Relationship Between Values and Practices: Organizational Climates for Wrongdoing", *Administration and Society*, 25(2), 204-226.
- Ouchi, W. G.: 1979, "A Conceptual Framework for the Design of Organizational Control Mechanisms", *Management Science*, 25 (Sep), 833-848.
- Ouchi, W. G.: 1980, "Markets, Bureaucracies, and Clans", *Administrative Science Quarterly*, 25 (Mar), 129-141.
- Patton, M. Q.: 2002, *Qualitative Research & Evaluation Methods*, Thousand Oaks: Sage Publications.

- Peters, T. J. & R. H. Waterman, Jr.: 1982, *In Search of Excellence: Lessons from America's Best-run Companies* (Harper and Row, New York).
- Ponemon, L. A. & A. Glazer: 1990, "Accounting Education and Ethical Development: The Influence of Liberal Learning on Students and Alumni in Accounting Practice", *Issues in Accounting Education*, 5 (Fall), 195-208.
- Ponemon, L. A.: 1990, "Ethical Judgments in Accounting: A Cognitive-developmental Perspective", *Critical Perspectives on Accounting*, 1, 191-215.
- Ponemon, L. A.: 1992, "Ethical Reasoning and Selection-socialization in Accounting", *Accounting, Organizations and Society*, 17 (April/May), 239-258.
- Procario-Foley, Elena G. & David F. Bean: 2002, "Institutions of Higher Education: Cornerstones in Building Ethical Organizations", *Teaching Business Ethics*, 6, 1, 101.
- Pugh, D. L.: 1991, "The Origins of Ethical Frameworks in Public Administration", In James S. Bowman (eds.), *Ethical Frontiers In Public Management*, 9-33.
- Ravlin, E. C. & B. M. Meglino: 1987, "Issues in Work Values Measurement", *Research in Corporate Social Performance and Policy*, 9, 153-183.
- Robbins, S.: 1993, *Organizational Behavior* (Prentice-Hall, New Jersey).
- Robinson, S. L. & Bennett, R. J.: 1995, "A Typology of Deviant Workplace Behaviors: A Multidimensional Scaling Study", *Academy of Management Journal*, 38.
- Rokeach, M.: 1972, *Beliefs, Attitudes, and Values* (Jossey-Bass, San Francisco).
- Schein, Edgar H.: 1985, *Organizational culture and leadership* (Jossey-Bass, San Francisco).
- Schein, Edgar H.: 1992, *Organizational culture and leadership* (Jossey-Bass, San Francisco).

- Sergiovanni, T. J.: 1990, *Value-added leadership: How to get extraordinary performance in schools* (HarcourtBrace Jovanovich, New York).
- Shih, Chia-Mei & Chin-Yuan Chen: 2006, "The Effect of Organizational Ethical Culture on Marketing Managers' Role Stress and Ethical Behavioral Intentions", *Journal of American Academy of Business, Cambridge* , 8, 1.
- Simons, Tony L.: 1999, "Behavioral integrity as a critical ingredient for transformational leadership", *Journal of Organizational Change Management*, 12, 89-104.
- Sims, R. L. & T. L. Keon: 1999, "Determinants of Ethical Decision Making: The Relationship of the Perceived Organizational Environment", *Journal of Business Ethics*, 19, 393-401.
- Sims, R. R.: 1992, "Linking Groupthink to Unethical Behavior in Organizations", *Journal of Business Ethics* , 11, 651-662.
- Sinclair, A.: 1993, "Approaches to Organizational Culture and Ethics", *Journal of Business Ethics* , 12, 63-73.
- Singhapakdi, A. , S. J. Vitell & Franke, G. R.: 1999, "Antecedents, Consequences, and Mediating Effects of Perceived Moral Intensity and Personal Moral Philosophies", *Academy of Marketing Science* , 27, 19-36.
- Singhapakdi, A.: 1993, "Ethical perceptions of marketers: The interaction effects of Machiavellianism and organizational ethical culture", *Journal of Business Ethics*, 12, 5, 407.
- Stead, W. Edward , Dan L. Worrell & Jean Garner Stead : 1990, "An Integrative Model For Understanding And Managing Ethical", *Journal of Business Ethics* , 9, 3, 233-242.

- Stoner, C. R.: 1989, "The Foundations of Business Ethics: Exploring the Relationship between Organization Culture, Moral Values and Actions", *Advanced Management Journal*, 54, 38-43.
- Sutton, Michael H.: 1988, "A Question Of Ethics: The Role Of CPAs In Modern Society", *Survey of Business*, 24, 1, 9-14.
- Svensson, Göran & Greg Wood: 2003, "The dynamics of business ethics: A function of time and culture--cases and models", *Management Decision*, 41, 4, 350.
- Thompson, D. F.: 1992, "Paradoxes of government ethics", *Public Administration Review*, 52, 254-259.
- Treadway Commission: 1987, *Report of the National Commission on Fraudulent Financial Reporting* (National Commission on Fraudulent Financial Reporting, Washington, DC).
- Trevino, L. K., C. D. Sutton & R. W. Woodman: 1985, "Effects of Reinforcement Contingencies and Cognitive Moral Development on Ethical Decision -Making Behavior", paper presented at the Annual Meeting of the Academy of Management, San Diego, August.
- Trevino, L. K., K. D. Butterfield & D. L. McCabe: 1995, "Contextual Influences on Ethics-Related Outcomes in Organizations: Rethinking Ethical Climate and Ethical Culture", paper presented at the Annual Meeting Academy of Management Meeting, Vancouver, BC, August.
- Trevino, L. K., K. D. Butterfield & D. L. McCabe: 1998, "The Ethical Context in Organizations: Influences on Employee Attitudes and Behavior", *Business Ethics Quarterly*, 8, 447-476.
- Trevino, L. K.: 1986, "Ethical Decision Making in Organizations: A Person -Situation Interactionism Model", *Academy of management Review*, 11, 3, 601-617.

Trice, H. & J. M. Beyer: 1993, *The Cultures of Work Organizations*. Englewood Cliffs, NJ: Prentice-Hall.

Truelson, J. A.: 1991, "New Strategies for Institutional Controls", In James S. Bowman (eds.), *Ethical Frontiers in Public Management*, 225-242.

Tsai, Ming-Tien & Chia-Mei Shih: 2005, "The Influences of Organizational and Personal Ethics on Role Conflict among Marketing Managers", *International Journal of Management*, 22, 1, 54.

Verschoor, Curtis C.: 2005, "Ethical Culture: Most Important Barrier to Ethical Misconduct", *Strategic Finance*, 87, 6: 19.

Wakefield, S.: 1976, "Ethics and the Public Service: A Case for Individual Responsibility", *Public Administration Review*, 36, 661-666.

Weaver, Gary R.: 2001, "Ethics programs in global businesses: Culture's role in managing ethics", *Journal of Business Ethics*, 30, 1, 3.