THE HONG KONG POLYTECHNIC UNIVERSITY

DEPARTMENT OF MANAGEMENT & MARKETING

DEPARTMENTAL RESEARCH SEMINAR

“A happy slave is a productive slave? The effects of supervisor-humor style on employee work performances: The mediating role of leader-member exchange”

By

Dr Joyce Iun

Date: Monday, 02 April 2007
Time: 3:35 p.m. - 4:35 p.m.
Venue: M802

All interested are welcome
“A happy slave is a productive slave?
The effects of supervisor-humor style on employee work performances: The mediating role of leader-member exchange”

ABSTRACT

Dr Joyce Iun

Data collected from 216 employees and their supervisors showed that the quality of leader-member exchange mediated positive relationships between the supervisor positive-humor style and supervisor-rated in-role and extra-role performances. In contrast, a negative-humor style was negatively related to these outcomes. However, the quality of leader-member exchange did not mediate such negative relationships. These findings suggested that employees with a boss who has good sense of humor are more effective on the job because they tend to establish high-quality exchanges with the boss.