

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

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The effects of supervisor-humor style on employee work
performances: The mediating role of leader-member exchange"**

ABSTRACT

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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.