

*Conference Name: HuSoc Amsterdam – Humanities & Social Sciences International Conference,
19-20 February 2025*

Conference Dates: 19-Feb- 2025 to 20-Feb- 2025

Conference Venue: NH Hotel Amsterdam-Zuid, Amsterdam, Netherlands

Appears in: PEOPLE: International Journal of Social Sciences (ISSN 2454-5899)

Publication year: 2025

Ching-Ru Cheng, 2025

Volume 2025, pp. 102-103

DOI- <https://doi.org/10.20319/icssh.2025.102103>

This paper can be cited as: Cheng, C.(2025). The Relationship between Power Distance and Compulsive Perception of Citizenship Behavior: Mediating Effect of Supervisor-Subordinate Guanxi, Moderating Effect of Workplace Climate. HuSoc Amsterdam – Humanities & Social Sciences International Conference, 19-20 February 2025, 102-103

THE RELATIONSHIP BETWEEN POWER DISTANCE AND COMPULSIVE PERCEPTION OF CITIZENSHIP BEHAVIOR: MEDIATING EFFECT OF SUPERVISOR- SUBORDINATE GUANXI, MODERATING EFFECT OF WORKPLACE CLIMATE

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Abstract

This study examines the relationship between power distance and compulsive perception of citizenship behavior from the perspective of social exchange theory, with supervisor-subordinate guanxi as the mediating effect and workplace climate as the moderating effect. A quantitative research method was used to collect data through a questionnaire survey, and the target population was employees of various industrial enterprises in Taiwan. This study found that power distance and supervisor-subordinate guanxi significantly related to compulsive perception of citizenship behavior, indicating that compulsive perception of citizenship behavior is not only affected by power distance, but also by supervisor-subordinate guanxi. The results of this study have important implications for human resource management practices, especially in compulsive perception of citizenship behavior. The study suggests that companies should promote informal communication and interaction between supervisors and employees, such as dinner parties, in order to reduce the negative impact of compulsive perception of citizenship behavior by reducing power distance.