The Relationships between Psychological Safety, Negative Affectivity, and Social Loafing – A Case of the Employees in a Transnational Corporation in Taiwan

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ABSTRACT

The purpose of this paper is to examine the relationships between psychological safety, negative affectivity (NA), and social loafing. We theorized and tested the conditions under which psychological safety is negatively related to social loafing and NA. The mediating role of NA in the relationship between psychological safety and social loafing was also examined. We operationalized psychological safety at the organizational level using two-level hierarchical linear modeling (HLM) in a sample of Taiwanese bank workers. A self-administered questionnaire was the main method of data collection. Altogether, data were collected from 510 employees in 32 foreign-owned banks. HLM results of analyses were consistent with a partial mediation model in which psychological safety negatively predicts NA, which in turn predicts social loafing. The current study attests to a strong empirical relationship among constructs of psychological safety, NA, and social loafing. Limitations of the study are discussed, together with suggestions for future research.

Keywords: Psychological safety; Negative affectivity; Social loafing

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