

调查揭示为什么员工恨上司 PDF转换可能丢失图片或格式，
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https://www.100test.com/kao_ti2020/646/2021_2022__E8_B0_83_E6_9F_A5_E6_8F_AD_E7_c96_646787.htm 你恨你的上司吗？新调查显示对上司心怀怨恨的不只你一人。由美国智睿人力资源咨询公司开展的调查揭示，三分之一的员工认为自己的上司做事没效率，近半数员工认为如果让他们做上司的工作，会比上司做得更好。该调查还发现不到40%的员工是在上司的激励下才全力以赴的。开展这一调查也是为了判定现在的领导者们决策正确与否。员工的许多不满源自上司不愿倾听员工的意见。35%的受访员工说，他们的领导从未或只是偶尔倾听他们在工作上的烦恼。此外，只有54%的上司让员工参与对他们工作有影响的决策制定。研究还显示，太多领导人没有做到建立健康的管理者和员工关系所要求的事情在交流中谦和有礼、尊重、诚实以及得体。60%的被调查者报告说，他们的上司伤害了他们的自尊。近三分之一的员工说，他们的上司在讨论问题时没有保持冷静、积极的建设性心态。对上司缺乏信心迫使许多员工考虑换工作。近40%的被调查者说，他们离职主要是因为上司，而超过半数的人说，他们对上司的负面看法让他们考虑找个新雇主。不过，在某些领域里上司们受到了好评。调查显示，74%的员工理解上司对自己的期望，66%的员工说管理者提供他们所需的支持。该调查访问了美国、英国、澳大利亚、加拿大、中国、德国、印度和东南亚国家的1200多名全职员工。 Hate your boss? New research shows you ' re not alone. A study by talent management expert DDI revealed that one in three employees don

't consider their boss to be doing an effective job, while nearly half of workers think they could do their boss 's job better than them. Conducted as a way to determine what today 's leaders are doing right and what they are doing wrong, the research also found that fewer than 40 percent of employees are motivated by their supervisor to give their best effort. Much of the dissatisfaction stems from supervisors ' unwillingness to listen to their employees. Thirty-five percent of the surveyed workers said their boss never, or only sometimes, listens to their work-related concerns. Additionally, only 54 percent of supervisors involve employees in making decisions that affect their work. The study also shows too many leaders aren ' t delivering on the basic requirements of a healthy manager/employee relationship: courtesy, respect, honesty and tact in their interactions. Sixty percent of those surveyed reported their boss has damaged their self-esteem, while nearly one-third of employees said their supervisor doesn ' t remain calm and constructive when discussing problems. The lack of faith in their boss is forcing many to consider other employment. Nearly 40 percent of those surveyed said they left a job primarily because of their leader, while more than half said their negative perception of a boss had them contemplating finding a new employer. There are areas, however, where supervisors scored high marks. The research shows 74 percent of workers understand their boss 's expectations of them, while 66 percent said their manager provides the support they need. The research was based on surveys of more than 1,200 full-time employees from the United States, United Kingdom, Australia, Canada, China,

Germany, India and southeast Asia. 更多推荐：[名字好读的员工更易升职](#) [不想工作：专家助你度过工作倦怠期](#) [职场必备：“90分钟计划”让工作更有效率](#) [调查：办公桌凌乱 员工效率高](#) [百考试题实用英语站点强势推出会员中心 立即进入](#) [个人会员中心](#)，[注册会员号](#)，添加更多考试应用，成为[实用英语考试的个人管家](#)。【[立即免费注册体验](#)】
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