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AND

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資料來源: Human Resource Management
日期: November 1, 2016

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Principles and Applications of Multilevel Modeling in Human Resource Manage...



MANAGEMENT RESEARCH

JIE SHEN

Multilevel modeling is important for human resource management (HRM) research in that it often analyzes and interprets hierarchal data residing at more than one level of analysis. However, HRM research in general lags behind other disciplines, such as education, health, marketing, and psychology in the use of a multilevel analytical strategy. This article integrates the most recent literature into the theoretical and applied basics of multilevel modeling applicable to HRM research. A range of multilevel modeling issues have been discussed and they include statistical logic underpinning multilevel modeling, level conceptualization of variables, data aggregation, hypothesis tests, reporting mediation paths,

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