

Abstract

The current study examined the effect of racioethnicity difference between supervisors and followers on follower's job experience in Hong Kong workplace. The one to one racioethnic relationship between supervisor and follower was set as a main independent variable for this research study. The main effect of the study was that racioethnicity difference between supervisor and follower would propose a negative effect on supervisor's leadership effectiveness ratings, follower's job attitudes and liking for supervisor. Two other hypotheses were that follower's level of racial awareness and contact experience would propose interaction effect with the racioethnicity matching. High level of racial awareness and contact experience should moderate the main effect. Results showed that only supervisor's effectiveness was affected by the racioethnicity matching, and that a higher effectiveness rating was found on supervisors from a different racioethnic group. All other hypotheses related to racial awareness and contact experience were not significantly supported.