The Relationship between Employee Training and Work Motivation

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ABSTRACT

Employee training not only enables a company to stay competitive in today's changing environment but also sustains the company's organizational flexibility under the shifting environmental and scientific currents. Such training brings forth more intelligence assets to a company and increases the company's profitability. Therefore, employee training has always been considered as a vital part of the human resource investments for most business entities. This also explains why so many companies offer incentive programs to encourage self learning and developments of their employees. Beyond all these benefits, however, employees who receive work training are not necessarily more devoted to their work-related responsibilities. This study intends to address this issue and identify the relationship between employee training and work motivation. A survey was conducted in the study and 600 questionnaires were sent out to the business employees in Taiwan. 353 questionnaires were returned and validated to be effective. The study then applied the t-test, one-way ANOVA, Pearson correlation analysis, and the hierarchical regression method to validate the effective questionnaires. At the end of the study, the relationship between employee training and work motivation was concluded and such relationship in fact was associated with several factors. Factors that were not contributors to such relationship were the frequency of employee training, the variety of training courses, the content of the training course, and the frequency of externally offered training sessions. Factors that were positively related to the relationship were the interestingness of offered training and an employee's willingness to take training sessions. In addition to these findings, the study also discovered that although male employees received more training than female employees, their motivations for work were still similar. Another finding was that mid-salary employees were more motivated than those who had high or low salaries.

Keywords: employee training; work motivation; intrinsic motivation; extrinsic motivation

Table of Contents

中文摘要 ...................... iii 英文摘要 .................... iv 贬謝辭 ...................... vi 内容目錄 ................ vii 表目錄  ...................... ix 圖目錄  .............. xi 第一章  緒論.................... 1   第一節  研究背景... 1   第二節  研究問題及目的............. 4   第三節  研究的重要性.............. 5 第二章  文獻探討.................. 7   第一節  員工訓練................ 7   第二節  工作動機................ 11   第三節  訓練與動機之相關實證研究........ 17 第三章  研究設計.................. 19   第一節  研究架構................ 19   第二節  研究假設............ 20   第三節  變數的操作性定義與測量......... 22   第四節  樣本與資料蒐集...... 28   第五節  分析方法................ 28 第四章  樣本資料分析.... 30   第一節  樣本基本資料.............. 30   第二節  員工訓練現況分析 ......... 33   第三節  工作動機程度.............. 35   第四節  人口統計變項與員工訓練及工作動機間之關係 35   第五節  員工訓練與工作動機之關係........ 47 第五章  結論與建議................. 59   第一節  研究結論................ 59   第二節  建議.................. 63   第三節  研究限制............ 66 參考文獻....................... 67 附錄A  研究問卷........... 77

REFERENCES
