

員工訓練、個人-工作契合度與自我效能關係之研究

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摘要

員工訓練對企業提升人力資本一直是相當重要的一環，許多企業會投入大量的時間、人力與金錢在員工的教育訓練上，希望員工能將習得的訓練內容應用在工作環境中，以提升績效。但卻有員工認為企業所提供的訓練是流於形式、不具意義的，因此本研究欲釐清員工訓練與自我效能之關係，並以個人-工作契合度為中介變數，探討三者之關係。本研究透過問卷調查，發放400份，有效問卷總計349份，有效問卷回收率為87%。研究結果發現：員工訓練頻繁程度正向影響自我效能；員工訓練正向影響個人-工作契合度；個人-工作契合度正向影響自我效能；個人-工作契合度在員工訓練與自我效能關係間具中介效果。最後本研究提出建議，提供學術界與實務界作為參考。

關鍵詞：自我效能、個人-工作契合度、員工訓練

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