

# 工作活力對工作投入與工作滿意度影響之研究

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## 摘要

活力被視為是一個在工作環境的重要影響因素，代表一個與生俱來的環境反應，是進展一切的開端。活力感覺不但是正面的情緒感受，而且帶領人們享受生活，保有更多的能量可以完成所冀望的目標。本研究目的是探討工作活力對工作投入與工作滿意度之影響。本研究對象為製造業、服務業及軍公教服務人員，共計發放問卷300份，回收273份，扣除無效問卷8份後，共得到265份有效問卷，問卷回收率為88.3%。層級迴歸分析後發現，工作活力對工作投入有顯著正向影響，亦即，工作活力程度愈高，工作投入程度愈高；工作活力對工作滿意度有顯著正向影響，亦即，工作活力程度愈高，工作滿意度程度愈高。其中，工作活力構面以身體強健最具預測能力。最後，本研究依據實證結果提出工作活力環境營造及推行協助員工計畫等管理實務建議。

關鍵詞：工作活力、工作投入、工作滿意度

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