

區域教學醫院不同學歷護理人員流動預測之研究 = Study on the forcecasting for nursing's mobility between the different acad

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摘要

本研究旨在探討不同學歷之護理人員在各職階的離職與晉升所需時間，應用吸收性馬可夫鏈建立不同學歷護理人員流動率預測模型，計算護理人員停留在各職階的數量、機率及停留時間，並用以預測未來各職階的護理人員數量。研究結果發現N2級護理人員平均停留過長且晉升人數過少，及N2級以下護理人員離職率亦過高；專科學歷忠誠度較高，但大學學歷晉升速度較快。本研究發現可提供相關行政管理單位與醫療機構，培育人才、制定不同職階之留任及晉級輔導措施之規劃參考。

關鍵詞：護理人員、離職、晉升、吸收性馬可夫鏈

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