

勞工對於基本工資的態度之研究-以五股工業區為例

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摘要

中文摘要 基本工資長期以來，為勞工相當關心的課題。勞工努力的工作，大部分所追求的是過著富足安穩的生活。工資是提供其富足安穩生活的重要因素之一，基本工資佔工資的一部分，是工資的基礎部分，所以基本工資是勞工生活的重要成分。基本工資的研究方向，著重在實證的探討，本論文是以勞工對於基本工資的態度作實證研究，範圍選定在五股工業區。本論文的參考效力，限定在五股工業區。五股工業區在整體的評估上，是發展非常成功的一個工業區，選定此一個研究範圍有其深刻的意義。研究的方法，本論文採用問卷調查法，此種方法是社會科學上相當重要的研究工具。重要的研究發現如下：1.勞工對於基本工資的認知程度不佳，應該更加努力的宣傳基本工資政策。2.基本工資存有相當大的功能，就是能夠保障勞工的權益。3.勞工對於基本工資政策，感到不滿意，有必要進一步的努力。4.基本工資應該繼續存在，要用「時薪、日薪、月薪」的方式，表達清楚。5.基本工資的調整時間，以1-3年為較適當的調整範圍。6.雇主一般都不願意調高基本工資，想要調高基本工資，需要多多跟雇主溝通。7.基本工資可以作為，外國廠商瞭解台灣勞動市場相當重要的指標。

關鍵詞：基本工資；認知程度；功能性；滿意度；變革方向

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