

員工訓練與工作動機關係之研究

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摘要

企業為在多變的環境中保持高度的競爭優勢，因而鼓勵員工發展，以維持組織的彈性去適應環境及科技的變遷，並培養更多優秀人才，更有效的為企業增進獲利能力，而在企業長期人力資源投資過程中，員工訓練一直被視為相當重要的部份；但被企業育才培養的員工，卻不見得因此更願意為企業效力，故本研究將釐清員工訓練與工作動機二者之關係：企業所提供之員工訓練與員工工作動機的關係為何。本研究目的在驗證企業員工訓練與企業員工之工作動機的關係。本研究以台灣地區企業員工為研究對象，以抽樣調查方式，共發出600份問卷，有效回收353份，並以t檢定、單因子變異數分析、Pearson相關分析及多層級迴歸分析進行資料分析驗證。結果發現，員工訓練與工作動機有相關性，而影響性依不同層面有不同結果：員工訓練的頻繁程度、訓練課程多樣性、工作有關之訓練、企業外訓頻繁程度，皆對工作動機無顯著影響，而員工接受感興趣之課程、接受訓練的意願，皆對工作動機具顯著正向的影響。另外，男性在員工訓練頻繁程度上高於女性，但性別在工作動機卻無顯著差異，中等薪資者的工作動機較低薪資者及高薪資者為強。

關鍵詞：員工訓練(employee training)；工作動機(work motivation)；內在工作動機(intrinsic work motivation)；外在工作動機(extrinsic work motivation)

目錄

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

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