

員工訓練、個人組織契合度與留任意願間之相關研究

盧國雄、林英顏

E-mail: 9805500@mail.dyu.edu.tw

摘要

本研究在探討員工訓練與留任意願之關係，以員工訓練為自變數，以留任意願為依變數，並以個人組織契合度為中介變數。由於過去已有研究針對於兩者關係進行探討並獲得驗證，但加入個人組織契合度作為中介變數，三者關係尚有不清及不完整之處，因此本研究期能更釐清及深入瞭解三者之關係。

透過問卷調查，本研究發放470份，受測對象均為受雇的全職員工，根據主計處人力資源調查統計指標之統計結果的比例，製造業占四成，服務業佔六成，有效問卷總計411份，有效問卷回收率為93%。研究結果發現：第一：員工訓練頻繁程度與留任意願呈正相關。第二：訓練與工作相關程度與留任意願呈正相關。第三：訓練多樣性與留任意願呈負相關。第四：個人組織契合度在員工訓練與留任意願間具部分中介效果，而員工訓練正向影響個人組織契合度，又個人組織契合度正向影響留任意願。最後本研究提出建議，供學術界與實務界作為參考。

關鍵詞：員工訓練、個人組織契合度、留任意願

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