

# 資訊技術的易用性與有用性對宅配人員的工作滿足與工作投入影響之研究

藍幼玟、鍾育明

E-mail: 9806148@mail.dyu.edu.tw

## 摘要

近年來，由於電子商務市場和電視購物的興趣，國內宅配市場趨於興盛，在科技的創新下，宅配市場經營之設備已走向自動化、人性化，科技設備的易用性與有用性更被重視，宅配人員操作科技設備的過程容易影響到顧客對服務過程的評鑑。有滿意的員工才有滿意的顧客，宅配業者積極加強內部員工滿足以作為服務顧客之基礎，本研究針對宅配科技設備的易用性與有用性探討對工作滿足和工作投入的影響。本研究實地到各宅配營業所或是服務據點進行問卷的發放與回收，共得244份有效樣本，以迴歸進行檢定。根據資料分析發現，資訊科技易用性、有用性會對服工作滿足有顯著正向影響、工作投入對工作滿足有顯著正向影響、有用性對工作投入有顯著正向影響。

關鍵詞：認知易用性；認知有用性；工作滿足；工作投入

## 目錄

中文摘要 . . . . .	iii	英文摘要 . . . . .	iii
iv 誌謝辭 . . . . .	v	內容目錄 . . . . .	v
. vi 表目錄 . . . . .	viii	圖目錄 . . . . .	viii
. ix 第一章 緒論 . . . . .	1	第一節 研究背景 . . . . .	1
1 第二節 研究動機與目的 . . . . .	4	第三節 論文架構與流程 . . . . .	8
第二章 文獻探討 . . . . .	10	第一節 宅配 . . . . .	10
. 10 第二節 資訊科技易用性與有用性 . . . . .	16	第三節 工作滿足 . . . . .	18
四節 工作投入 . . . . .	24	第三章 研究方法 . . . . .	28
研究架構 . . . . .	28	第二節 研究假設 . . . . .	29
研究設計 . . . . .	32	第四章 資料分析 . . . . .	36
基本資料分析 . . . . .	36	第二節 信效度之檢驗 . . . . .	39
模型與研究假說之檢定 . . . . .	43	第四節 討論 . . . . .	46
第一節 研究結論 . . . . .	48	第五章 結論與建議 . . . . .	48
第三節 後續研究 . . . . .	50	第二節 實務建議 . . . . .	50
51 附錄 研究問卷 . . . . .	64	參考文獻 . . . . .	64

## 參考文獻

中華碩博網 (2009) , 員工組織承諾及其人力資源提升策略探析, [線上資料], 來源: [http://lw.china-b.com/gllw/20090411/1307586\\_1.html](http://lw.china-b.com/gllw/20090411/1307586_1.html) [2009 May 11]。王昭仁(2005), 網路商店物流服務品質之研究, 私立靜宜大學企業管理研究所未出版之碩士論文。交通部運輸研究所(2004), 國家貨運發展政策白皮書, 台北:交通部運輸研究所。吳統熊(1995), 慮度與行為研究的信度與效度:理論、反應、反省, 民意學術專刊, 夏季號。吳靜吉, 廖素華(1978), 明尼蘇達滿意問卷研究, 政治大學學報, 37, 123-147。李文仁(2003), 台灣宅配業發展趨勢之探索性研究, 國立東華大學企業管理學所未出版之碩士論文。李金靖(2003), 宅配業服務品質構面及滿意度之研究, 國立台北大學企業管理學所未出版之碩士論文。林小萍(2001), 我國宅配業經營模式及關鍵成功因素之探討, 國立台灣科技大學工業管理所未出版之碩士論文。林正章、楊松杰(1999), 美國、日本與台灣時效貨運業經營與管理比較研究, 國際物流研討會論文集, 1999、1, 371-406。林志鴻、陳春益、許晉嘉(2002), 宅配業車輛路線規劃問題之探討, 中國民國第七屆運輸網路研討會論文集, 437-446。林東清(2003), 資訊管理-e化企業的核心競爭力, 台北:智勝文化出版社。徐正光(1997), 工廠工人的工作滿意度及其相關因素之探討, 中央研究院民族學研究所專利, 台北市。張華紋(2006), 劍湖山世界員工休閒參與、工作投入與工作滿足之相關研究, 國立雲林科技大學休閒運動研究所未出版之碩士論文。梁瓊方、郝育蘭、潘裕人、陳嫚羚、陳臻伶、廖宇軒 (2001), 大台北地區宅配業整合行銷策略研擬以統一速達--宅急便為例, 輔仁大學企業管理學系第三十五屆行銷專題報告。莊木坤(2006), 領導型態對工作投入、工作滿足、組織承諾與組織公民行為之影響關係研究 - 以台電公司為例, 國立東華大學企業管理學系碩士在職專班未出版之碩士論文。莊靜宜(2000), 高科技產業與傳統產業從業人員工作壓力與工作滿足之比較研究, 國立成功大學工作管理所未出版之碩士論文。許晉嘉(2003), 宅配業貨物配送路線規劃問題之研究, 國立成功大學交通管理學系未出版之碩士論文。許晉龍(2004), 線上遊戲使用者行為研究, 國立台灣科技大學資訊管理學系博士論文。陳一珊(2007, November 18), 宅配今年破百億 台灣新希望, 中國時報, 來源:

[http://www.3q168.com/publication2.php?volume\\_id=5&id=38](http://www.3q168.com/publication2.php?volume_id=5&id=38) [2008, November 1]。許瓊華(2008),影響流通業附加價值的動因分析,來源:<http://www.itis.org.tw/rptDetail.screen?rptidno=7A687E7A5EA9365A4825740C0003C8BF> [2008, November 5]。許瓊華(2008),善用分類分析服務業的附加價值,來源:

[http://www.itis.org.tw/rptDetail.screen?rptidno=A160726CDA44A7894825742F00040850&sort=1&mode=0&rpttype=FY96ITIS\\_NETREPORThtml&keyword=%E5%AE%85%E9%85%8D&prdtunits=&mainclasss="](http://www.itis.org.tw/rptDetail.screen?rptidno=A160726CDA44A7894825742F00040850&sort=1&mode=0&rpttype=FY96ITIS_NETREPORThtml&keyword=%E5%AE%85%E9%85%8D&prdtunits=&mainclasss=) [2008, November 5]。陳巨星(2005),宅配大時代,台北:物流技術與戰略雜誌社。陳盈如(2003),店舖、網路與宅配之服務傳送品質,國立成功大學企業管理學系未出版之碩士論文。陳淑惠(2001),企業對夥伴正向認知與合作動機對其競爭優勢影響之研究-以宅配業為例,私立靜宜大學企業管理研究所未出版之碩士論文黃馨俐(2006),宅配業人力資源發展培訓課程設計之研究-以B公司為例,創新、整合與應用研討會,407-414。賈興中(2005),工作滿足、組織承諾與行銷績效關係之研究-以T公司所屬業務人員為例,高雄應用科技大學商務經營研究所未出版之碩士論文。劉金珊(2002),台灣宅配廠商策略配適之研究,國立東華大學企業管理所未出版之碩士論文。歐陽恬恬(2000),宅配經營特性分析與郵局面對宅配之挑戰與因應,國立台灣大學土木工程研究所未出版之碩士論文。謝宗穎(2004),國內專業物流服務品質評估因素之研究,國立台北科技大學技術及職業教育研究所未出版之碩士論文。鍾育明(2004),信任機制對於網路交易意圖影響之研究,國立台北大學企業管理學系博士論文。鍾榮芳(2004),探討知識工作者內外控人格特質、工作投入、工作滿足及離職傾向之影響關係,私立東吳大學商學院企業管理學系碩士在職專班未出版之碩士論文。蘇怡文(2001),統一速達建構配送至全國各家庭的宅配物流運輸網,電子化企業:經理人報告,民90年7月,37-43。聯合人力網,<http://udnjob.com/> 統一速達,<http://www.t-cat.com.tw> 大和運輸網站,[http://www.kuronekoyamato.co.jp/](http://www.kuronekoyamato.co.jp) 大榮貨運,<http://www.tjoin.com/> 二、英文部份 Adams, D.A., Nelson, R. R., & Todd, P. A. (1992). Perceives Usefulness, Ease of Use, and Usage of Information Technology: A Replication. *MIS Quarterly*, 16(2), 227-247. Agarwal, R., & Prasad, J. (1997). The role of innovation characteristics and perceived voluntariness in the acceptance of information technologies. *Decision Sciences*, 28, 557-582. Allport, G. W. (1947). The psychology of participation. *Psychological Review*, 52, 117-132. Anderson, J. C., & Gerbing, D. W. (1988). Structural equation modeling in practice: A review and recommended two-step approach. *Psychological Bulletin*, 103 (3), 411-423. Bagozzi, R. P., & Yi, Y. (1988). On the Evaluation of Structural Equation Models. *Journal of the Academy of Marketing Science* 16, 74-94. Bajaj, A., & Nidumolu, S. R. (1998). A feedback model to Understand 122 information system usage. *Information & Management*, 33(4), 213-224. Ballou, R. H. (1999). *Business Logistics Management: Planning, Organizing, and Controlling the Supply Chain*, fourth ed. Prentice-Hall, Upper Saddle River, NJ. Barrett, P., 1995. Home shopping - the final frontier? *Supermarketing*, 5 May, 30-32. Bentler, P. M. (1989). *EQS Structural Equations Program Manual*, Los Angeles: BMDP. Bentler, P. M., & Bonett, D. G. (1980). Significance Tests and Goodness-of-Fit in the Analysis of Covariance Structures, *Psychological Bulletin*, 88, 588-600. Bienstock, C. C., Mentzer, J. T., & Bird, M. M. (1997). Measuring physical distribution service quality. *Journal of the Academy of Marketing Science*, 25 (Winter), 31-44. Binter, M. J., Setphen W. B., & Matthew, L. M. (2000). Technology infusion in service encounters. *Journal of the Academy of marketing service*, 28(1), 138-149. Bollen, K. A. & Long, J. S. (1993). Testing structural equations models. Newbury Park, CA: Sage. Bolton, R. N., & Drew, J. H. (1991). A multiple model of customer assessments of service quality and value. *Journal of Consumer Research*, 17(March), 375-384. Brown S. P. (1996). A meta-analysis and review of organizational research on job involvement. *Psychological Bulletin*, 120(2), 235-255. Cheloda, R. S. & Farr, J. L. (1980). Absenteeism, Job Involvement, and Job Satisfaction In An Organizational Setting. *Journal of Applied Psychology*, 65(4), 467-473. Churchill, Gilbert A., Jr. & Surprenant C. (1982). An investigation into the deierminants of customer satisfaction. *Journal of Marketing Research*, Vol.19, 491-504. Cooper, M. C., Lambert, D. M., & Pagh, J. D. (1997). Supply chain management: More than a name for logistics. *International Journal of Logistics Management* 8 (1), 1-14. Cribbin, J. J. (1972). Effective Managerial Leadership, American Management Association, Inc. Davis, F. D. (1989). Perceived usefulness, perceived ease of use, and use reacceptance of information technology. *MIS Quarterly*, 14, 319-340 Davis, F. D., Bagozzi, R. P., & Warshaw, P. R. (1989). User acceptance of computer technology:A comparison of two theoretical model. *Management Science*, 35(8), 982-1003. Doll, W. J., Hendrickson, A., & Deng, X. (1998). Using Davis ' s Perceived Usefulness and Ease-of-use Instruments for Decision Making: A Confirmatory and Multigroup Invariance Analysis. *Decision Sciences*, 29(4), 839-869. Fiala, P. (2004). Information sharing in supply chains. *Omega* 33,419-423. Fornell, C., & Larcker, F. (1981). Evaluating Structural Equation Models with Unobservable Variables and Measurement Error, *Journal of Marketing Research*, 18, 39-50. Gronroos, C. (1983). A service quality model and its marketing implication. *European Journal of Marketing*, Vol. 18, No. 4, 37-45. Gronroos, C. (1965). Fundamental Statistics in Psychology and Education, (4th ed.) NY: McGraw-Hill Inc. Guieford, J. P. (1965). Fundamental Statistics in Psychology and Education (4 th ed.). New York: McGram-Hill. Hair, J. F., Anderson, R. E., Tatham, R. L., & Black, W.C. (1998). *Multivariate Data Analysis*, New Jersey: Prentice Hall Publishers. Harrington, L. H. (1997). Growing up. *Industry Week/IW*, 246(19), 136-140. Helen, K., & Graham, B. (2002). Measuring the performance of IT services: Anassessment of SERVQUAL. *International Journalof Accounting Information, Systems* 3 ,151-164. Heskett, J. L. ( 1987). Lessons in the Service sector. *Harvard Business Review*, Mar-Apr, 122-123. Hoppock, R. (1935). Job Satisfaction. New York: Harper and Brothers. Jiang, J. J., Klein, G., & Crampton, S. M. (2000). A note on SERVQUAL reliability and validity in information systems service quality measurement. *Decision Sciences* 31 (3), 725-744. Juran, J. M., Gryna F. M., & Brigham, R. S. (1974). *Quality Control Handbook*. New York: McGraw-Hill. Kanungo, R. N. (1982). Measurement of job and work involvement. *Journal of Applied Psychology*,67(3), 341-349. Koufaris, M. (2002). Applying the Technology Acceptance Model and Flow Theory to Online Consumer Behavior. *Information System Research*, 13(2), 205-223. LaLonde, B. J., & Paul, H. Z. (1976). Customer Service: Meaning and Measurement. *Notional Council of Physical Distribution Management*. Levitt, T. (1972). Production-line Approach to Service. *Harvard Business Review*, Vol.50, 41-52. Lin, J. C. C., & Lu, H. (2000). Toward an understanding of the behavioural intention to use a web site. *International Journal of Information Management*, 20, 197-208. Locke, E. A. (1973). Satisfactory and

Dissatisfactory among With Collar and Blue Collar Employess. *Administrative Science Quarterly*, 22, 57-75. Lodahl, T. M., & Kejner, M. (1965). The definition and measurement of job involvement. *Journal of Applied Psychology*, 49(1), 24-33. Mathieson, K. (1991). Predicting User Intentions: Comparing the Technology Acceptance Model with the Theory of Planned Behavior. *Information Systems Research*, 2(3), 173-191.

Mentzer, J. T., Daniel J. F., & G. Tomas M. H. (2001). Logistics service quality as a segment-customized process. *Journal of Marketing*, Vol.65, No.4, 82-104. Moon, J. W. & Kim, Y. G. (2001). Extending the TAM for a World-Wide-Web context. *Information & Management*, 38(4), 217-230. Nunnally, J. L. (1978). *Psychometric Theory* 2th, New York: McGraw Hill Publishers. Parasuraman, A., Valarie, A. Z., & Leonard, L. B. (1985). A Conceptual Model of Service Quality and Its Implications for Further Research. *Journal of Marketing*, Vol. 49, Fall, 41-50. Parasuraman, A., Valarie, A. Z., & Leonard, L. B. (1985). A Conceptual Model of Service Quality and Its Implications for Further Research. *Journal of Marketing*, Vol. 49, Fall, 41-50. Parasuraman, A., Valarie, A. Z., & Leonard, L. B. (1996). The Behavioral Consequences of Service Quality. *Journal of Marketing*, Vol.60, No.2, 31-46. Rabinowitz, S., & Hall, D. T. (1977). Organization research on job involvement. *Psychological Bulletin*, 84 (2), 265-288. Robbins, S. P. (1998). *Organizational Behavior*(8th ed.). Upper Saddle River, NJ. Prentice Hall International. The Annals of the Association of American Geographers, 88(3), 410-435. Sanders, N. R. (2005). IT alignment in supply chain relationships: A study of supplier benefits. *The Journal of Supply Chain Management* , Spring, 4-13. Scott, J. E. (1994). The measurement of information system effectiveness: Evaluation a measuring instrument, in: *Proceedings of the Fifteenth International Conference on Information System*, Vancouver, 111-128.

Seashore, S. E., & Taber, T. D. (1975). Job satisfaction and their correlation. *American Behavior& Scientist*, Vol.18 ,346. Segars, A. H., & Grover, V. (1993). Re-examining perceived ease of use and usefulness: A confirmatory factor analysis. *MIS Quarterly*,17(4), 17-25. Sharma, Arun, Dhruv G., and Michael L. (1995). The customer satisfaction/logistics interface. *Journal of Business Logistics*, Vol.16, No.2, 1-22. Shostack, G. L. (1985). Planning the service encounter in the service encounter , edited by Czepiel, J. A., Solomon, M. R. and suprernant C. F., Lexington, MA: Lexington Books , 243-254. Smith, C. S., & Brannick, M. T. (1990). A Role and Expectancy Model of Participative Decision-Making: A Replication and Theoretical Extension. *Journal of Organizational Behavior*, 11, 91-104. Smith, P. C., Kendall, L. J. & Hulin, C. L. (1969). *The Measure of Satisfaction in Work and Retirement*, Chicago: Rand Mc Nally. Solomon, M. R., Surprenant C., John A. C., & Evelyn, G. G. (1985). A role theory perspective on dyadic interactions : The service encounter. *Journal of marketing* , 49(Winter), 99-111. Subramani, M., (2004). How do suppliers benefit from information technology use in supply chain relationships? *MIS Quarterly*, 28 (1) 45-73. Surprenant, C. F. & Solomon, M. R. (1987). Predictability and personalization in the service encounter. *Journal of Marketing* , 51(April), 73-80. Weiss, H., & Sherman, J. (1973). Internal-external Control as of a predictor of task effect and satisfaction subsequent to failure. *Journal of Applied psychology*, 57, 132-136.

Wernimont, P. F. (1972). A system view of job satisfaction. *Journal of Applied Psychology*, 56, 174. Zeithaml, V. A., & Binter, M. J. (1996). *Service Marketing*, New York: McGraw-Hill.