

Correlated Study of the Training Institution for Competency and Organizational Performance - An Example of the A Hospita

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ABSTRACT

This study used a sample consisting of employees of a regional teaching hospital in central Taiwan to investigate the relationship between training institution, job abilities improvement, and organizational performance. The aims of this study were to understand the current conditions of training institutions and their correlation with job abilities improvement and organizational performance and to further provide feasible improvement measures and suggestions to the hospital. A questionnaire survey was conducted to collect research data, which were later analyzed using item analysis, descriptive statistics analysis, reliability analysis, independent sample t-test, one-way ANOVA, crosstab analysis, and correlation analysis. Findings suggest that a portion of training institution and training effectiveness significantly differ by individual characteristics; a portion of organizational performance significantly differs by individual characteristics. Training institution affects a portion of training effectiveness to a significant extent. The effect of training institutions on organizational performance is not significant, and there is a significant correlation between training effectiveness and organizational performance. Finally, this study proposed that the case hospital should properly integrate training results and performance into its promotion systems, implement training activities in practice, and create active-learning mechanisms. Besides, managers and staff of the teaching research department should be employed as long-term and constant positions to enhance the efficiency and effectiveness of education training. These suggestions could be improvement directions for the hospital.

Keywords : training institution, training effectiveness, competency, job abilities improvement, organizational performance

Table of Contents

內容目錄 中文摘要	iii	英文摘要	
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 研究背景與動機	
1 第二節 研究目的	3	第三節 研究流程	5
3 第三節 研究流程	5	第四節 名詞解釋	
6 第二章 文獻探討	10	第一節 訓練制度	
10 第二節 職能	20	第二節 組織績效	
28 第四節 訓練制度對職能提昇之影響	37	第三節 訓練制度對組織績效之影響	
39 第六節 職能提昇對組織績效之影響	40	第三章 研究設計	
42 第一節 研究架構與假設	42	第二節 操作性定義	48
42 第二節 操作對象	53	第三節 研究對象	53
53 第四節 資料收集	57	第四節 資料分析方法	62
62 第四章 資料分析與結果	65	第一節 樣本資料分析	65
65 第二節 個人特徵對訓練制度之影響	72	第二節 個人特徵對訓練成效之影響	77
77 第四節 個人特徵對組織績效之影響	80	第三節 個人特徵對組織績效之影響	85
85 第六節 訓練制度對組織績效之影響	89	第四節 訓練制度對組織績效之影響	91
92 第五節 訓練成效對組織績效之影響	91	第五節 訓練成效對組織績效之影響	97
92 第五章 結論與建議	97	第一節 結論	97
97 第二節 建議	103	第二節 建議	103
108 附錄 A 問卷調查表(前測部分)	123	參考文獻	103
129 附錄 B 問卷調查表(正式問卷)	129	附錄 A 問卷調查表(前測部分)	123
129 附錄 C 員工受訓課程分類表	134	附錄 B 問卷調查表(正式問卷)	129
		附錄 C 員工受訓課程分類表	134

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