

台灣 (Taiwan, ROC)

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從不同理論觀點建構團隊績效

Study Documentation

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從不同理論觀點建構團隊績效

Modeling Team Performance from Different Theoretical Perspectives

Overview

Type	無
Identification	E10366
Version	Production Date: 2017-04-25
Abstract 本研究研究目的為在四年期間內嘗試從不同理論觀點去研究「工作績效」這項學術與實務上重要的研究議題。研究方法首先以活動理論與寬廣與建立理論為基礎來提出一個研究模式(模式A)，在模式中，團隊績效透過團隊主動與團隊精熟度的完全中介而受到快樂與知識分享的間接影響，同時，團隊績效與團隊精熟的關係受到團隊主動的干擾。團隊主動和知識分享的關係與團隊精熟和知識分享的關係均受到快樂的干擾。除上述研究內容外，本研究根據自我規範與社會認同來分析團隊層級之團隊績效的形成(模式B)，在所提出的模式中，團隊績效受到目標承諾、情緒智商和團隊互依性的間接影響，其中團隊規劃與社會認同為中介變數，同時團隊規劃與團隊認同對於團隊績效的效果都假設會受到目標承諾的干擾。抽樣母體為台灣的科技廠商之員工及主管，共回收有效樣本：第一次主管137份、第一次員工543份、第二次主管87份、第二次員工327份。	
Kind of Data	抽樣調查資料 (Sample survey data)

Scope & Coverage

Time Period(s)	2014-2015
Countries	台灣 (Taiwan, ROC)
Geographic Coverage 台灣地區	
Universe 台灣的科技廠商之員工	

Producers & Sponsors

Primary Investigator(s)	林介鵬，國立交通大學經營管理研究所教授
Other Producer(s)	國立交通大學經營管理研究所
Funding Agency/ies	科技部

Data Collection

Data Collection Dates	start 2014-09-02 end 2014-12-02 start 2015-09-26 end 2015-12-26
Time Period(s)	start 2014-08-01 end 2016-07-31
Data Collection Mode	面對面訪問 (Face-to-face Interviews)

Data Processing & Appraisal

Data Editing

中央研究院人文社會科學研究中心調查研究專題中心所進行的資料整理方式，為不合理值檢核。

Accessibility

Contact(s)	學術調查研究資料庫(Survey Research Data Archive) (中央研究院人社中心調查研究專題中心), https://srda.sinica.edu.tw , srda@gate.sinica.edu.tw
Distributor(s)	學術調查研究資料庫(Survey Research Data Archive)
Depositor(s)	國立交通大學經營管理研究所

Access Conditions

會員版(一般會員、院內會員)--直接下載

Files Description

Dataset contains 4 file(s)

Leader_first	
# Cases	137
# Variable(s)	21

Leader_second	
# Cases	87
# Variable(s)	24

Member_first	
# Cases	543
# Variable(s)	30

Member_second	
# Cases	327
# Variable(s)	46

Variables Group(s)

Dataset contains 25 group(s)

Group Leader_first	
Subgroup(s)	線上合作，基本資料，團隊編號

Group Member_first	
Subgroup(s)	團隊合作，團隊認同，團隊情感氣氛，基本資料，團隊編號

Group Leader_second	
Subgroup(s)	團隊績效，團隊成員專業能力，團隊成員積極性，基本資料，團隊編號

Group Member_second	
Subgroup(s)	團隊責任與努力，團隊主管包容性，反功能行位，團隊資源充足性，感覺與情緒，團隊認同，基本資料，團隊編號

Group 線上合作							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	tp1	(一)1.我們團隊的線上合作減少了不必要的(多餘的)工作項目	discrete	numeric-2.0	137	0	-
2	tp2	(一)2.我們團隊的線上合作改善了團隊的效率	discrete	numeric-2.0	137	0	-
3	tp3	(一)3.我們團隊的線上合作整合了團隊中每個成員努力的成果	discrete	numeric-2.0	137	0	-
4	tp4	(一)4.我們團隊的線上合作使內部作業流程變得順暢	discrete	numeric-2.0	137	0	-

Group 團隊合作							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	v1	(一)1.我們的團隊成員是(同舟共濟)的	discrete	numeric-2.0	542	1	-
2	v2	(一)2.我們的團隊成員尋求相容的目標	discrete	numeric-2.0	542	1	-
3	v3	(一)3.我們的團隊成員目標是一致的	discrete	numeric-2.0	542	1	-
4	v4	(一)4.當我們的團隊成員一起工作時,我們通常有共同的目標	discrete	numeric-2.0	542	1	-

Group 團隊認同							
#	Name	Label	Type	Format	Valid	Invalid	Question

#	Name	Label	Type	Format	Valid	Invalid	Question
1	v5	(一)5. 當有人批評我的團隊時,我覺得就像對我個人的羞辱	discrete	numeric-2.0	543	0	-
2	v6	(一)6. 我很有興趣知道別人對我的團隊的想法	discrete	numeric-2.0	543	0	-
3	v7	(一)7. 當我談到我的團隊時,我通常是說(我們)而非(他們)	discrete	numeric-2.0	543	0	-
4	v8	(一)8. 我們團隊的成功就是我的成功	discrete	numeric-2.0	543	0	-
5	v9	(一)9. 當有人讚揚我們團隊時, 我覺得就像是對我個人的讚美	discrete	numeric-2.0	543	0	-

Group 團隊情感氣氛

#	Name	Label	Type	Format	Valid	Invalid	Question
1	v10	(一)10. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到興奮的	discrete	numeric-2.0	543	0	-
2	v11	(一)11. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到熱情的	discrete	numeric-2.0	543	0	-
3	v12	(一)12. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到自豪的	discrete	numeric-2.0	543	0	-
4	v13	(一)13. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到機靈的	discrete	numeric-2.0	543	0	-
5	v14	(一)14. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到主動的	discrete	numeric-2.0	543	0	-
6	v15	(一)15. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到(內疚的)	discrete	numeric-2.0	543	0	-
7	v16	(一)16. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到(恐懼的)	discrete	numeric-2.0	543	0	-
8	v17	(一)17. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到(懷有敵意的)	discrete	numeric-2.0	543	0	-
9	v18	(一)18. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到(羞愧的)	discrete	numeric-2.0	543	0	-
10	v19	(一)19. 當我想到或是談到我們的團隊時,我的感覺及情緒是感到(害怕的)	discrete	numeric-2.0	543	0	-

Group 團隊績效

#	Name	Label	Type	Format	Valid	Invalid	Question
1	l1	(一)1. 我們的團隊在工作上是非常有能力的	discrete	numeric-2.0	87	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
2	12	(一)2.我們的團隊可以有效能地完成工作	discrete	numeric-2.0	87	0	-
3	13	(一)3.我們的團隊有很好的工作表現	discrete	numeric-2.0	87	0	-
4	14	(一)4.我們團隊的成果是高品質的	discrete	numeric-2.0	87	0	-
5	15	(一)5.我們的團隊能夠持續改善工作效率	discrete	numeric-2.0	87	0	-

Group 團隊成員專業能力

#	Name	Label	Type	Format	Valid	Invalid	Question
1	16	(一)6.團隊中,團隊成員能夠與同事協調工作	discrete	numeric-2.0	87	0	-
2	17	(一)7.團隊中,團隊成員能夠與同事做有效的溝通	discrete	numeric-2.0	87	0	-
3	18	(一)8.團隊中,當同事詢問或有需要時,團隊成員能提供協助	discrete	numeric-2.0	87	0	-

Group 團隊成員積極性

#	Name	Label	Type	Format	Valid	Invalid	Question
1	19	(一)9.團隊中,團隊成員會建議如何使我們的團隊有較高效益的方法	discrete	numeric-2.0	86	1	-
2	110	(一)10.團隊中,團隊成員能改善我們團隊的做事方法	discrete	numeric-2.0	87	0	-
3	111	(一)11.團隊中,團隊成員會改良或發展新方法來幫助我們的團隊有更好的表現	discrete	numeric-2.0	87	0	-

Group 團隊責任與努力

#	Name	Label	Type	Format	Valid	Invalid	Question
1	v11	(一)11.我們團隊並沒有從公司高層(總經理)那裡獲得了我們應有的尊敬	discrete	numeric-2.0	327	0	-
2	v12	(一)12.在公司內,我們團隊並未獲得應有的尊敬	discrete	numeric-2.0	327	0	-
3	v13	(一)13.我們團隊在艱難處境中得不到適當地同事支持	discrete	numeric-2.0	327	0	-
4	v14	(一)14.我們團隊在工作上遭受不平等的對待	discrete	numeric-2.0	327	0	-
5	v15	(一)15.我們團隊比別人更努力,卻沒有得到公司高層(總經理)的賞識(或認同)	discrete	numeric-2.0	327	0	-

Group 團隊主管包容性

#	Name	Label	Type	Format	Valid	Invalid	Question
1	v16	(一)16.我們團隊主管是開放的並願意傾聽新的點子	discrete	numeric-2.0	327	0	-
2	v17	(一)17.我們團隊主管願意傾聽能夠改善工作流程的機會	discrete	numeric-2.0	327	0	-
3	v18	(一)18.我們團隊主管對於討論渴望的目標和達成目標的新方法是開放的	discrete	numeric-2.0	327	0	-
4	v19	(一)19.我們團隊主管能夠有效地讓員工諮詢問題	discrete	numeric-2.0	327	0	-
5	v20	(一)20.我們團隊成員能夠容易地聯繫到團隊主管	discrete	numeric-2.0	326	1	-
6	v21	(一)21.我們團隊主管能夠有效地和員工一起討論專業的問題	discrete	numeric-2.0	327	0	-
7	v22	(一)22.我們團隊主管樂於傾聽成員的要求	discrete	numeric-2.0	327	0	-
8	v23	(一)23.我們團隊主管鼓勵成員和他討論新的議題	discrete	numeric-2.0	327	0	-
9	v24	(一)24.我們團隊主管提供足夠時間和成員討論新的議題	discrete	numeric-2.0	325	2	-

Group 反功能行位

#	Name	Label	Type	Format	Valid	Invalid	Question
1	v25	(一)25.在我們團隊中,部份成員積極地阻礙變革和創新	discrete	numeric-2.0	327	0	-
2	v26	(一)26.在我們團隊中,部份成員採取侵略性的行為來反對新策略	discrete	numeric-2.0	327	0	-
3	v27	(一)27.在我們團隊中,部份成員選擇脫離其他成員而自行工作	discrete	numeric-2.0	327	0	-
4	v28	(一)28.在我們團隊中,部份成員從事削弱他人的活動	discrete	numeric-2.0	326	1	-

Group 團隊資源充足性

#	Name	Label	Type	Format	Valid	Invalid	Question
1	v29	(一)29.我們團隊擁有適當的材料與補給品來執行工作	discrete	numeric-2.0	327	0	-
2	v30	(一)30.我們團隊擁有適當的工具與設備來完成工作	discrete	numeric-2.0	326	1	-
3	v31	(一)31.我們的團隊能夠獲得適當的資源來執行工作	discrete	numeric-2.0	327	0	-
4	v32	(一)32.當有需要時,我們團隊有適當的管道可以獲得技術支援	discrete	numeric-2.0	325	2	-

#	Name	Label	Type	Format	Valid	Invalid	Question
5	v33	(一)33. 我們團隊具有可以發揮的空間來執行工作任務	discrete	numeric-2.0	326	1	-

Group 感覺與情緒

#	Name	Label	Type	Format	Valid	Invalid	Question
1	v1	(一)1. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(苦惱的)	discrete	numeric-2.0	327	0	-
2	v2	(一)2. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(沮喪的)	discrete	numeric-2.0	327	0	-
3	v3	(一)3. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(內疚的)	discrete	numeric-2.0	325	2	-
4	v4	(一)4. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(恐懼的)	discrete	numeric-2.0	327	0	-
5	v5	(一)5. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(懷有敵意的)	discrete	numeric-2.0	327	0	-
6	v6	(一)6. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(煩躁的)	discrete	numeric-2.0	326	1	-
7	v7	(一)7. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(羞愧的)	discrete	numeric-2.0	325	2	-
8	v8	(一)8. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(焦慮緊張的)	discrete	numeric-2.0	326	1	-
9	v9	(一)9. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(心神不寧的)	discrete	numeric-2.0	327	0	-
10	v10	(一)10. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(害怕的)	discrete	numeric-2.0	327	0	-

Group 基本資料

#	Name	Label	Type	Format	Valid	Invalid	Question
1	d1	(二)1. 性別	discrete	numeric-2.0	136	1	-
2	d2	(二)2. 出生年份	continuous	numeric-2.0	135	2	-
3	d3	(二)3. 在目前公司服務年資	continuous	numeric-5.2	136	1	-
4	d4	(二)4. 在目前團隊(部門)服務年資	continuous	numeric-5.2	136	1	-
5	d5	(二)5. 對自己公司了解的程度	discrete	numeric-2.0	136	1	-
6	d6	(二)6. 對自己團隊(部門)了解的程度	discrete	numeric-2.0	135	2	-
7	d7	(二)7. 教育程度	discrete	numeric-2.0	136	1	-
8	d8	(二)8. 婚姻狀況	discrete	numeric-2.0	131	6	-

#	Name	Label	Type	Format	Valid	Invalid	Question
9	d9	(二)9.所得(月薪)	discrete	numeric-2.0	134	3	-
10	d10	(二)10. 進入職場的經歷(年)	continuous	numeric-5.2	136	1	-
11	d11	(二)11. 團隊(成員)的人數	continuous	numeric-3.0	136	1	-
12	d12	(二)12. 團隊中男性成員比例	discrete	numeric-2.0	133	4	-
13	d13	(二)13. 團隊中(年齡)差異較大的人數比例(例如過於年輕或年長的成員)	discrete	numeric-2.0	136	1	-
14	d14	(二)14. 團隊中高學歷(大學或研究所畢)的比例	discrete	numeric-2.0	136	1	-
15	d15	(二)15. 在不同地點(不同辦公大樓)上班的團隊成員之人數比例(例如外派人員)	discrete	numeric-2.0	136	1	-
16	d16	(二)16. 公司的員工總人數	continuous	numeric-5.0	136	1	-

Group 團隊編號

#	Name	Label	Type	Format	Valid	Invalid	Question
1	team	團隊編號	continuous	numeric-3.0	137	0	-

Group 基本資料

#	Name	Label	Type	Format	Valid	Invalid	Question
1	d1	(二)1. 性別	discrete	numeric-2.0	539	4	-
2	d2	(二)2. 出生年份	continuous	numeric-2.0	537	6	-
3	d3	(二)3. 在目前公司服務年資	continuous	numeric-5.2	537	6	-
4	d4	(二)4. 在目前團隊(部門)服務年資	continuous	numeric-5.2	538	5	-
5	d5	(二)5. 對自己公司了解的程度	discrete	numeric-2.0	539	4	-
6	d6	(二)6. 對自己團隊(部門)了解的程度	discrete	numeric-2.0	539	4	-
7	d7	(二)7. 教育程度	discrete	numeric-2.0	538	5	-
8	d8	(二)8. 婚姻狀況	discrete	numeric-2.0	519	24	-
9	d9	(二)9. 所得(月薪)	discrete	numeric-2.0	534	9	-
10	d10	(二)10. 進入職場的經歷(年)	continuous	numeric-5.2	537	6	-

Group 團隊編號

#	Name	Label	Type	Format	Valid	Invalid	Question
1	team	團隊編號	continuous	numeric-3.0	543	0	-

Group 基本資料

#	Name	Label	Type	Format	Valid	Invalid	Question
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#	Name	Label	Type	Format	Valid	Invalid	Question
1	c1	(二)1. 性別	discrete	numeric-2.0	87	0	-
2	c2	(二)2. 出生年份	continuous	numeric-2.0	87	0	-
3	c3	(二)3. 在目前公司服務年資	continuous	numeric-5.2	86	1	-
4	c4	(二)4. 在目前團隊(部門)服務年資	continuous	numeric-5.2	82	5	-
5	c5	(二)5. 教育程度	discrete	numeric-2.0	85	2	-
6	c6	(二)6. 婚姻狀況	discrete	numeric-2.0	79	8	-
7	c7	(二)7. 進入職場的經歷(年)	continuous	numeric-5.2	86	1	-
8	c8	(二)8. 團隊(成員)的人數	continuous	numeric-3.0	85	2	-
9	c9	(二)9. 團隊中男性成員比例	discrete	numeric-2.0	86	1	-
10	c10	(二)10. 團隊中(年齡)差異較大的人數比例(例如過於年輕或年長的成員)	discrete	numeric-2.0	85	2	-
11	c11	(二)11. 團隊中, 高學歷(大學或研究所畢)的比例	discrete	numeric-2.0	86	1	-
12	c12	(二)12. 在不同地點(不同辦公大樓)上班的團隊成員之人數比例(例如外派人員)	discrete	numeric-2.0	86	1	-

Group 團隊編號

#	Name	Label	Type	Format	Valid	Invalid	Question
1	team	團隊編號	continuous	numeric-2.0	87	0	-

Group 團隊認同

#	Name	Label	Type	Format	Valid	Invalid	Question
1	v34	(一)34. 當有人批評我的團隊時, 我覺得就像對我個人的侮辱	discrete	numeric-2.0	327	0	-
2	v35	(一)35. 我很有興趣知道別人對我團隊的想法	discrete	numeric-2.0	327	0	-
3	v36	(一)36. 當我談到我的團隊時, 我通常是說(我們)而非(他們)	discrete	numeric-2.0	326	1	-
4	v37	(一)37. 我們團隊的成功就是我的成功	discrete	numeric-2.0	327	0	-
5	v38	(一)38. 當有人讚揚我們團隊時, 我覺得就像對我個人的讚美	discrete	numeric-2.0	327	0	-
6	v39	(一)39. 如果有媒體報導批評我的團隊, 我會覺得很不好意思	discrete	numeric-2.0	327	0	-

Group 基本資料

#	Name	Label	Type	Format	Valid	Invalid	Question
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#	Name	Label	Type	Format	Valid	Invalid	Question
1	b1	(二)1. 性別	discrete	numeric-2.0	322	5	-
2	b2	(二)2. 出生年份	continuous	numeric-5.2	319	8	-
3	b3	(二)3. 在目前團隊(部門) 服務年資	continuous	numeric-5.2	314	13	-
4	b4	(二)4. 教育程度	discrete	numeric-2.0	322	5	-
5	b5	(二)5. 婚姻狀況	discrete	numeric-2.0	303	24	-
6	b6	(二)6. 進入職場的經歷 (年)	continuous	numeric-5.2	321	6	-

Group 團隊編號

#	Name	Label	Type	Format	Valid	Invalid	Question
1	team	團隊編號	continuous	numeric-2.0	327	0	-

Variables Description

Dataset contains 121 variable(s)

File : Leader_first

team: 團隊編號

Information [Type= continuous] [Format=numeric] [Range= 1-154] [Missing=*]

Statistics [NW/ W] [Valid=137 /-] [Invalid=0 /-] [Mean=77.679 /-] [StdDev=45.128 /-]

tp1: (一)1. 我們團隊的線上合作減少了不必要的(多餘的)工作項目

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=137 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	8	5.8%
3	普通	23	16.8%
4	同意	81	59.1%
5	非常同意	25	18.2%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

tp2: (一)2. 我們團隊的線上合作改善了團隊的效率

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=137 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	7	5.1%
3	普通	20	14.6%
4	同意	80	58.4%
5	非常同意	30	21.9%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

tp3: (一)3. 我們團隊的線上合作整合了團隊中每個成員努力的成果

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=137 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	3.6%
3	普通	31	22.6%
4	同意	73	53.3%
5	非常同意	28	20.4%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

tp4: (一)4. 我們團隊的線上合作使內部作業流程變得順暢

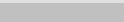

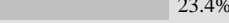
Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=137 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	8	5.8%

File : Leader_first

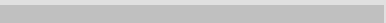

tp4: (一)4. 我們團隊的線上合作使內部作業流程變得順暢

Value	Label	Cases	Percentage
3	普通	24	 17.5%
4	同意	73	 53.3%
5	非常同意	32	 23.4%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d1: (二)1. 性別

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*/99]
Statistics [NW/ W]	[Valid=136 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	男	99	 72.8%
2	女	37	 27.2%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d2: (二)2. 出生年份

Information	[Type= continuous] [Format=numeric] [Range= 42-73] [Missing=*/99]
Statistics [NW/ W]	[Valid=135 /-] [Invalid=2 /-] [Mean=60.259 /-] [StdDev=5.417 /-]

Value	Label	Cases	Percentage
99	未填答	2	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d3: (二)3. 在目前公司服務年資

Information	[Type= continuous] [Format=numeric] [Range= 0.2-20] [Missing=*/99]
Statistics [NW/ W]	[Valid=136 /-] [Invalid=1 /-] [Mean=7.818 /-] [StdDev=4.657 /-]

Value	Label	Cases	Percentage
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d4: (二)4. 在目前團隊(部門)服務年資



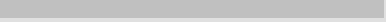
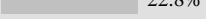
Information	[Type= continuous] [Format=numeric] [Range= 0.2-20] [Missing=*/99]
Statistics [NW/ W]	[Valid=136 /-] [Invalid=1 /-] [Mean=5.04 /-] [StdDev=3.45 /-]

Value	Label	Cases	Percentage
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d5: (二)5. 對自己公司了解的程度

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=136 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常低	0	
2	低	1	 0.7%
3	普通	17	 12.5%
4	高	87	 64.0%
5	非常高	31	 22.8%

File : Leader_first

d5: (二)5. 對自己公司了解的程度

Value	Label	Cases	Percentage
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d6: (二)6. 對自己團隊(部門)了解的程度

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=135 /-] [Invalid=2 /-]

Value	Label	Cases	Percentage
1	非常低	0	
2	低	0	
3	普通	3	2.2%
4	高	82	60.7%
5	非常高	50	37.0%
99	未填答	2	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d7: (二)7. 教育程度

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*/99]
Statistics [NW/ W]	[Valid=136 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	高中職(含)以下	4	2.9%
2	大專/大學	101	74.3%
3	研究所(含)以上	31	22.8%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d8: (二)8. 婚姻狀況

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*/99]
Statistics [NW/ W]	[Valid=131 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	未婚	29	22.1%
2	已婚	100	76.3%
3	其他	2	1.5%
99	未填答	6	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d9: (二)9. 所得(月薪)

Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*/99]
Statistics [NW/ W]	[Valid=134 /-] [Invalid=3 /-]

Value	Label	Cases	Percentage
1	20,000元以下	0	
2	20,000元~29,999元	2	1.5%
3	30,000元~39,999元	10	7.5%
4	40,000元~49,999元	18	13.4%
5	50,000元~69,999元	74	55.2%
6	70,000元~89,999元	20	14.9%

File : Leader_first

d9: (二)9. 所得(月薪)

Value	Label	Cases	Percentage
7	90,000元~109,999元	6	4.5%
8	110,000元以上	4	3.0%
99	未填答	3	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d10: (二)10. 進入職場的經歷(年)

Information	[Type= continuous] [Format=numeric] [Range= 2-35] [Missing=*/99]
Statistics [NW/ W]	[Valid=136 /-] [Invalid=1 /-] [Mean=13.985 /-] [StdDev=4.871 /-]

Value	Label	Cases	Percentage
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d11: (二)11. 團隊(成員)的人數

Information	[Type= continuous] [Format=numeric] [Range= 3-300] [Missing=*/99]
Statistics [NW/ W]	[Valid=136 /-] [Invalid=1 /-] [Mean=18.434 /-] [StdDev=34.223 /-]

Value	Label	Cases	Percentage
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d12: (二)12. 團隊中男性成員比例

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=133 /-] [Invalid=4 /-]

Value	Label	Cases	Percentage
1	0%-20%	29	21.8%
2	21%-40%	21	15.8%
3	41%-60%	20	15.0%
4	61%-80%	30	22.6%
5	81%-100%	33	24.8%
99	未填答	4	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d13: (二)13. 團隊中(年齡)差異較大的人數比例(例如過於年輕或年長的成員)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=136 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	0%-20%	74	54.4%
2	21%-40%	39	28.7%
3	41%-60%	17	12.5%
4	61%-80%	4	2.9%
5	81%-100%	2	1.5%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.


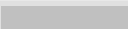


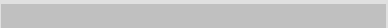
d14: (二)14. 團隊中高學歷(大學或研究所畢)的比例

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
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File : Leader_first

d14: (二)14. 團隊中高學歷(大學或研究所畢)的比例

Statistics [NW/ W] [Valid=136 /-] [Invalid=1 /-]

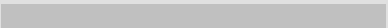




Value	Label	Cases	Percentage
1	0%-20%	16	 11.8%
2	21%-40%	20	 14.7%
3	41%-60%	16	 11.8%
4	61%-80%	25	 18.4%
5	81%-100%	59	 43.4%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d15: (二)15. 在不同地點(不同辦公大樓)上班的團隊成員之人數比例(例如外派人員)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=136 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	0%-20%	113	 83.1%
2	21%-40%	10	 7.4%
3	41%-60%	9	 6.6%
4	61%-80%	3	 2.2%
5	81%-100%	1	 0.7%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d16: (二)16. 公司的員工總人數

Information [Type= continuous] [Format=numeric] [Range= 6-11123] [Missing=*/99]

Statistics [NW/ W] [Valid=136 /-] [Invalid=1 /-] [Mean=1525.676 /-] [StdDev=1954.847 /-]

Value	Label	Cases	Percentage
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : Leader_second

team: 團隊編號

Information

[Type= continuous] [Format=numeric] [Range= 1-87] [Missing=*]

Statistics [NW/ W]

[Valid=87 /-] [Invalid=0 /-] [Mean=44 /-] [StdDev=25.259 /-]

#11: (一)1.我們的團隊在工作上是非常有能力的

Information

[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W]

[Valid=87 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	<div><div></div>2.3%</div>
3	普通	11	<div><div></div>12.6%</div>
4	同意	64	<div><div></div>73.6%</div>
5	非常同意	10	<div><div></div>11.5%</div>
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#12: (一)2.我們的團隊可以有效能地完成工作

Information

[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W]

[Valid=87 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	<div><div></div>2.3%</div>
3	普通	12	<div><div></div>13.8%</div>
4	同意	58	<div><div></div>66.7%</div>
5	非常同意	15	<div><div></div>17.2%</div>
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#13: (一)3.我們的團隊有很好的工作表現

Information

[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W]

[Valid=87 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	<div><div></div>2.3%</div>
3	普通	11	<div><div></div>12.6%</div>
4	同意	63	<div><div></div>72.4%</div>
5	非常同意	11	<div><div></div>12.6%</div>
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#14: (一)4.我們團隊的成果是高品質的

Information

[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W]

[Valid=87 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	<div><div></div>2.3%</div>

File : Leader_second




14: (一)4. 我們團隊的成果是高品質的

Value	Label	Cases	Percentage
3	普通	22	 25.3%
4	同意	52	 59.8%
5	非常同意	11	 12.6%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

15: (一)5. 我們的團隊能夠持續改善工作效率


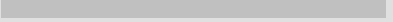

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=87 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	普通	12	 13.8%
4	同意	66	 75.9%
5	非常同意	9	 10.3%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

16: (一)6. 團隊中, 團隊成員能夠與同事協調工作


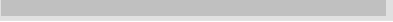

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=87 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	普通	11	 12.6%
4	同意	60	 69.0%
5	非常同意	16	 18.4%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

17: (一)7. 團隊中, 團隊成員能夠與同事做有效的溝通

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=87 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	普通	9	 10.3%
4	同意	60	 69.0%
5	非常同意	18	 20.7%
99	未填答	0	

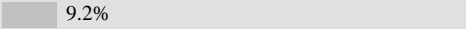
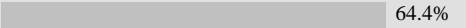
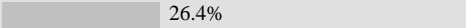
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

18: (一)8. 團隊中, 當同事詢問或有需要時, 團隊成員能提供協助

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=87 /-] [Invalid=0 /-]

File : Leader_second

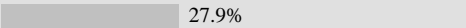
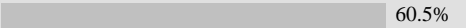
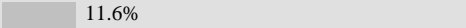
#18: (一)8. 團隊中,當同事詢問或有需要時, 團隊成員能提供協助

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	普通	8	 9.2%
4	同意	56	 64.4%
5	非常同意	23	 26.4%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#19: (一)9. 團隊中,團隊成員會建議如何使我們的團隊有較高效益的方法

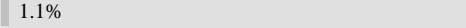
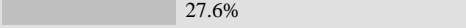
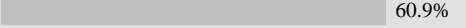
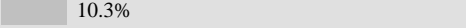
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=86 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	普通	24	 27.9%
4	同意	52	 60.5%
5	非常同意	10	 11.6%
99	未填答	0	
Sysmiss		1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#110: (一)10. 團隊中,團隊成員能改善我們團隊的做事方法


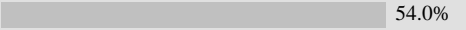
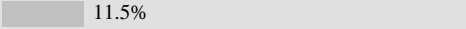
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=87 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	1	 1.1%
3	普通	24	 27.6%
4	同意	53	 60.9%
5	非常同意	9	 10.3%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#111: (一)11. 團隊中,團隊成員會改良或發展新方法來幫助我們的團隊有更好的表現

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=87 /-] [Invalid=0 /-]


Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	普通	30	 34.5%
4	同意	47	 54.0%
5	非常同意	10	 11.5%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : Leader_second			
# c1: (二)1. 性別			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*/99]		
Statistics [NW/ W]	[Valid=87 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	男	68	<div><div></div></div> 78.2%
2	女	19	<div><div></div></div> 21.8%
99	未填答	0	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c2: (二)2. 出生年份			
Information	[Type= continuous] [Format=numeric] [Range= 34-74] [Missing=*/99]		
Statistics [NW/ W]	[Valid=87 /-] [Invalid=0 /-] [Mean=57.54 /-] [StdDev=7.425 /-]		
Value	Label	Cases	Percentage
99	未填答		
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c3: (二)3. 在目前公司服務年資			
Information	[Type= continuous] [Format=numeric] [Range= 0.5-35] [Missing=*/99]		
Statistics [NW/ W]	[Valid=86 /-] [Invalid=1 /-] [Mean=14.279 /-] [StdDev=8.379 /-]		
Value	Label	Cases	Percentage
99	未填答	1	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c4: (二)4. 在目前團隊(部門)服務年資			
Information	[Type= continuous] [Format=numeric] [Range= 0.2-35] [Missing=*/99]		
Statistics [NW/ W]	[Valid=82 /-] [Invalid=5 /-] [Mean=9.471 /-] [StdDev=7.665 /-]		
Value	Label	Cases	Percentage
99	未填答	5	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c5: (二)5. 教育程度			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*/99]		
Statistics [NW/ W]	[Valid=85 /-] [Invalid=2 /-]		
Value	Label	Cases	Percentage
1	高中職(含)以下	6	<div><div></div></div> 7.1%
2	大專/ 大學	47	<div><div></div></div> 55.3%
3	研究所(含)以上	32	<div><div></div></div> 37.6%
99	未填答	2	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# c6: (二)6. 婚姻狀況			
Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*/99]		
Statistics [NW/ W]	[Valid=79 /-] [Invalid=8 /-]		
Value	Label	Cases	Percentage
1	未婚	9	<div><div></div></div> 11.4%
2	已婚	66	<div><div></div></div> 83.5%

File : Leader_second

c6: (二)6. 婚姻狀況

Value	Label	Cases	Percentage
3	其他	4	 5.1%
99	未填答	6	
Sysmiss		2	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c7: (二)7. 進入職場的經歷(年)

Information	[Type= continuous] [Format=numeric] [Range= 3-40] [Missing=*/99]
Statistics [NW/ W]	[Valid=86 /-] [Invalid=1 /-] [Mean=20.047 /-] [StdDev=7.434 /-]

Value	Label	Cases	Percentage
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c8: (二)8. 團隊(成員)的人數

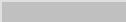
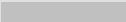
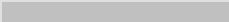
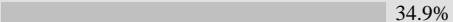
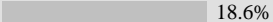
Information	[Type= continuous] [Format=numeric] [Range= 3-220] [Missing=*/99]
Statistics [NW/ W]	[Valid=85 /-] [Invalid=2 /-] [Mean=18.494 /-] [StdDev=29.409 /-]

Value	Label	Cases	Percentage
99	未填答	2	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c9: (二)9. 團隊中男性成員比例

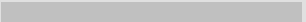
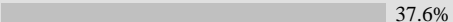
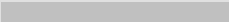
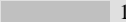
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=86 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	0%-20%	12	 14.0%
2	21%-40%	10	 11.6%
3	41%-60%	18	 20.9%
4	61%-80%	30	 34.9%
5	81%-100%	16	 18.6%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c10: (二)10. 團隊中(年齡)差異較大的人數比例(例如過於年輕或年長的成員)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=85 /-] [Invalid=2 /-]

Value	Label	Cases	Percentage
1	0%-20%	25	 29.4%
2	21%-40%	32	 37.6%
3	41%-60%	19	 22.4%
4	61%-80%	9	 10.6%
5	81%-100%	0	
99	未填答	2	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.


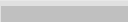
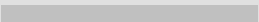
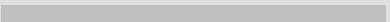
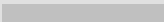
c11: (二)11. 團隊中, 高學歷(大學或研究所畢)的比例

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
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File : Leader_second

c11: (二)11. 團隊中, 高學歷(大學或研究所畢)的比例

Statistics [NW/ W] [Valid=86 /-] [Invalid=1 /-]

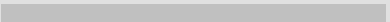




Value	Label	Cases	Percentage
1	0%-20%	13	 15.1%
2	21%-40%	10	 11.6%
3	41%-60%	20	 23.3%
4	61%-80%	30	 34.9%
5	81%-100%	13	 15.1%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

c12: (二)12. 在不同地點(不同辦公大樓)上班的團隊成員之人數比例(例如外派人員)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=86 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	0%-20%	77	 89.5%
2	21%-40%	3	 3.5%
3	41%-60%	4	 4.7%
4	61%-80%	1	 1.2%
5	81%-100%	1	 1.2%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : Member_first			
# team: 團隊編號			
Information		[Type= continuous] [Format=numeric] [Range= 1-154] [Missing=*]	
Statistics [NW/ W]		[Valid=543 -/] [Invalid=0 -/] [Mean=78.497 -/] [StdDev=44.671 -/]	
# v1: (一)1. 我們的團隊成員是(同舟共濟)的			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]	
Statistics [NW/ W]		[Valid=542 -/] [Invalid=1 -/]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	17	<div><div></div></div> 3.1%
3	普通	121	<div><div></div></div> 22.3%
4	同意	332	<div><div></div></div> 61.3%
5	非常同意	72	<div><div></div></div> 13.3%
99	未填答	1	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# v2: (一)2. 我們的團隊成員尋求相容的目標			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]	
Statistics [NW/ W]		[Valid=542 -/] [Invalid=1 -/]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	16	<div><div></div></div> 3.0%
3	普通	102	<div><div></div></div> 18.8%
4	同意	359	<div><div></div></div> 66.2%
5	非常同意	65	<div><div></div></div> 12.0%
99	未填答	1	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# v3: (一)3. 我們的團隊成員目標是一致的			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]	
Statistics [NW/ W]		[Valid=542 -/] [Invalid=1 -/]	
Value	Label	Cases	Percentage
1	非常不同意	3	<div><div></div></div> 0.6%
2	不同意	18	<div><div></div></div> 3.3%
3	普通	116	<div><div></div></div> 21.4%
4	同意	322	<div><div></div></div> 59.4%
5	非常同意	83	<div><div></div></div> 15.3%
99	未填答	1	
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.			
# v4: (一)4. 當我們的團隊成員一起工作時,我們通常有共同的目標			
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]	
Statistics [NW/ W]		[Valid=542 -/] [Invalid=1 -/]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	13	<div><div></div></div> 2.4%

File : Member_first

v4: (一)4. 當我們的團隊成員一起工作時, 我們通常有共同的目標

Value	Label	Cases	Percentage
3	普通	121	<div><div></div></div> 22.3%
4	同意	325	<div><div></div></div> 60.0%
5	非常同意	83	<div><div></div></div> 15.3%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v5: (一)5. 當有人批評我的團隊時, 我覺得就像對我個人的羞辱

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	<div><div></div></div> 0.2%
2	不同意	21	<div><div></div></div> 3.9%
3	普通	148	<div><div></div></div> 27.3%
4	同意	302	<div><div></div></div> 55.6%
5	非常同意	71	<div><div></div></div> 13.1%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v6: (一)6. 我很有興趣知道別人對我的團隊的想法

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	<div><div></div></div> 0.4%
2	不同意	15	<div><div></div></div> 2.8%
3	普通	137	<div><div></div></div> 25.2%
4	同意	309	<div><div></div></div> 56.9%
5	非常同意	80	<div><div></div></div> 14.7%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v7: (一)7. 當我談到我的團隊時, 我通常是說(我們)而非(他們)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	10	<div><div></div></div> 1.8%
3	普通	100	<div><div></div></div> 18.4%
4	同意	341	<div><div></div></div> 62.8%
5	非常同意	92	<div><div></div></div> 16.9%
99	未填答	0	

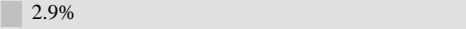
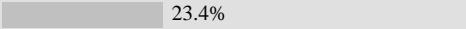
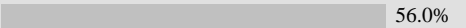

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v8: (一)8. 我們團隊的成功就是我的成功

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=543 /-] [Invalid=0 /-]

File : Member_first

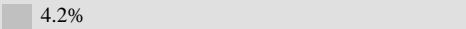
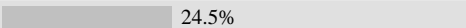

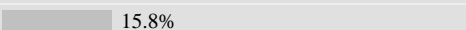
v8: (一)8. 我們團隊的成功就是我的成功

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	16	 2.9%
3	普通	127	 23.4%
4	同意	304	 56.0%
5	非常同意	96	 17.7%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v9: (一)9. 當有人讚揚我們團隊時，我覺得就像是對我個人的讚美

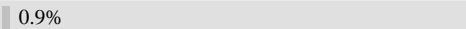
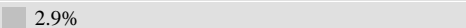
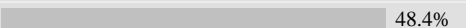
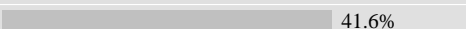

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	23	 4.2%
3	普通	133	 24.5%
4	同意	301	 55.4%
5	非常同意	86	 15.8%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v10: (一)10. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到興奮的

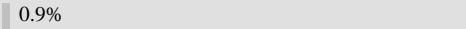
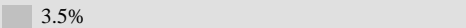

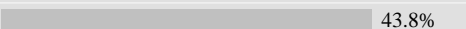
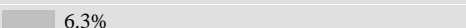
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	 0.9%
2	不同意	16	 2.9%
3	普通	263	 48.4%
4	同意	226	 41.6%
5	非常同意	33	 6.1%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v11: (一)11. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到熱情的

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	 0.9%
2	不同意	19	 3.5%
3	普通	247	 45.5%
4	同意	238	 43.8%
5	非常同意	34	 6.3%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : Member_first

v12: (一)12. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到自豪的

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	0.6%
2	不同意	24	4.4%
3	普通	246	45.3%
4	同意	231	42.5%
5	非常同意	39	7.2%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v13: (一)13. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到機靈的

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.4%
2	不同意	20	3.7%
3	普通	272	50.1%
4	同意	223	41.1%
5	非常同意	26	4.8%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v14: (一)14. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到主動的

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	0.6%
2	不同意	15	2.8%
3	普通	225	41.4%
4	同意	265	48.8%
5	非常同意	35	6.4%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v15: (一)15. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到(內疚的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	89	16.4%
2	不同意	301	55.4%
3	普通	136	25.0%
4	同意	17	3.1%
5	非常同意	0	
99	未填答	0	

File : Member_first

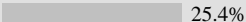
v15: (一)15. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到(內疚的)

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v16: (一)16. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到(恐懼的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=543 /-] [Invalid=0 /-]

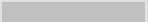
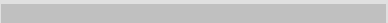
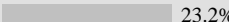


Value	Label	Cases	Percentage
1	非常不同意	90	 16.6%
2	不同意	295	 54.3%
3	普通	138	 25.4%
4	同意	18	 3.3%
5	非常同意	2	 0.4%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v17: (一)17. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到(懷有敵意的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=543 /-] [Invalid=0 /-]


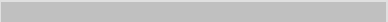
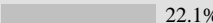


Value	Label	Cases	Percentage
1	非常不同意	106	 19.5%
2	不同意	285	 52.5%
3	普通	126	 23.2%
4	同意	23	 4.2%
5	非常同意	3	 0.6%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v18: (一)18. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到(羞愧的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=543 /-] [Invalid=0 /-]

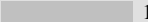
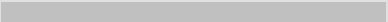
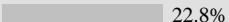

Value	Label	Cases	Percentage
1	非常不同意	102	 18.8%
2	不同意	299	 55.1%
3	普通	120	 22.1%
4	同意	19	 3.5%
5	非常同意	3	 0.6%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v19: (一)19. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到(害怕的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=543 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	101	 18.6%
2	不同意	296	 54.5%
3	普通	124	 22.8%
4	同意	21	 3.9%

File : Member_first

v19: (一)19. 當我想到或是談到我們的團隊時, 我的感覺及情緒是感到(害怕的)

Value	Label	Cases	Percentage
5	非常同意	1	0.2%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d1: (二)1. 性別

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*/99]
Statistics [NW/ W]	[Valid=539 /-] [Invalid=4 /-]

Value	Label	Cases	Percentage
1	男	302	56.0%
2	女	237	44.0%
99	未填答	4	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d2: (二)2. 出生年份

Information	[Type= continuous] [Format=numeric] [Range= 43-80] [Missing=*/99]
Statistics [NW/ W]	[Valid=537 /-] [Invalid=6 /-] [Mean=66.57 /-] [StdDev=5.59 /-]

Value	Label	Cases	Percentage
99	未填答	6	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d3: (二)3. 在目前公司服務年資

Information	[Type= continuous] [Format=numeric] [Range= 0-30] [Missing=*/99]
Statistics [NW/ W]	[Valid=537 /-] [Invalid=6 /-] [Mean=4.463 /-] [StdDev=3.476 /-]

Value	Label	Cases	Percentage
99	未填答	6	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d4: (二)4. 在目前團隊(部門)服務年資

Information	[Type= continuous] [Format=numeric] [Range= 0-30] [Missing=*/99]
Statistics [NW/ W]	[Valid=538 /-] [Invalid=5 /-] [Mean=3.435 /-] [StdDev=2.864 /-]

Value	Label	Cases	Percentage
99	未填答	5	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d5: (二)5. 對自己公司了解的程度

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=539 /-] [Invalid=4 /-]

Value	Label	Cases	Percentage
1	非常低	5	0.9%
2	低	30	5.6%
3	普通	255	47.3%
4	高	212	39.3%
5	非常高	37	6.9%
99	未填答	4	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : Member_first

d6: (二)6. 對自己團隊(部門)了解的程度

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=539 /-] [Invalid=4 /-]

Value	Label	Cases	Percentage
1	非常低	3	0.6%
2	低	15	2.8%
3	普通	145	26.9%
4	高	291	54.0%
5	非常高	85	15.8%
99	未填答	4	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d7: (二)7. 教育程度

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*/99]
Statistics [NW/ W]	[Valid=538 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	高中職(含)以下	36	6.7%
2	大專/大學	426	79.2%
3	研究所(含)以上	76	14.1%
99	未填答	4	
Sysmiss		1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d8: (二)8. 婚姻狀況

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*/99]
Statistics [NW/ W]	[Valid=519 /-] [Invalid=24 /-]

Value	Label	Cases	Percentage
1	未婚	298	57.4%
2	已婚	220	42.4%
3	其他	1	0.2%
99	未填答	23	
Sysmiss		1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d9: (二)9. 所得(月薪)

Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*/99]
Statistics [NW/ W]	[Valid=534 /-] [Invalid=9 /-]

Value	Label	Cases	Percentage
1	20,000元以下	8	1.5%
2	20,000元~29,999元	92	17.2%
3	30,000元~39,999元	218	40.8%
4	40,000元~49,999元	150	28.1%
5	50,000元~69,999元	58	10.9%
6	70,000元~89,999元	6	1.1%
7	90,000元~109,999元	1	0.2%
8	110,000元以上	1	0.2%

File : Member_first

d9: (二)9. 所得(月薪)

Value	Label	Cases	Percentage
99	未填答	9	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

d10: (二)10. 進入職場的經歷(年)

Information	[Type= continuous] [Format=numeric] [Range= 0-30] [Missing=*/99]
Statistics [NW/ W]	[Valid=537 /-] [Invalid=6 /-] [Mean=8.741 /-] [StdDev=5.395 /-]

Value	Label	Cases	Percentage
99	未填答	6	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : Member_second

team: 團隊編號

Information [Type= continuous] [Format=numeric] [Range= 1-87] [Missing=*]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-] [Mean=43.694 /-] [StdDev=24.882 /-]

v1: (一)1. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(苦惱的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	91	27.8%
2	不同意	134	41.0%
3	普通	69	21.1%
4	同意	29	8.9%
5	非常同意	4	1.2%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v2: (一)2. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(沮喪的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	102	31.2%
2	不同意	142	43.4%
3	普通	57	17.4%
4	同意	22	6.7%
5	非常同意	4	1.2%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v3: (一)3. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(內疚的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=325 /-] [Invalid=2 /-]

Value	Label	Cases	Percentage
1	非常不同意	116	35.7%
2	不同意	152	46.8%
3	普通	49	15.1%
4	同意	8	2.5%
5	非常同意	0	
99	未填答	2	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v4: (一)4. 當想到或談到我們的團隊時, 我的感覺及情緒是覺得(恐懼的)

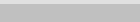
Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	125	38.2%
2	不同意	137	41.9%

File : Member_second

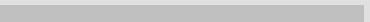
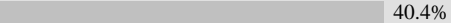
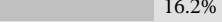


v4: (一)4. 當想到或談到我們的團隊時,我的感覺及情緒是覺得(恐懼的)

Value	Label	Cases	Percentage
3	普通	50	 15.3%
4	同意	14	 4.3%
5	非常同意	1	 0.3%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v5: (一)5. 當想到或談到我們的團隊時,我的感覺及情緒是覺得(懷有敵意的)

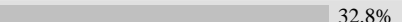
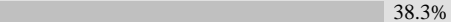



Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	125	 38.2%
2	不同意	132	 40.4%
3	普通	53	 16.2%
4	同意	12	 3.7%
5	非常同意	5	 1.5%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v6: (一)6. 當想到或談到我們的團隊時,我的感覺及情緒是覺得(煩躁的)

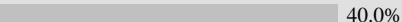



Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=326 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常不同意	107	 32.8%
2	不同意	125	 38.3%
3	普通	68	 20.9%
4	同意	23	 7.1%
5	非常同意	3	 0.9%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v7: (一)7. 當想到或談到我們的團隊時,我的感覺及情緒是覺得(羞愧的)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=325 /-] [Invalid=2 /-]

Value	Label	Cases	Percentage
1	非常不同意	130	 40.0%
2	不同意	148	 45.5%
3	普通	37	 11.4%
4	同意	10	 3.1%
5	非常同意	0	
99	未填答	0	
Sysmiss		2	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.


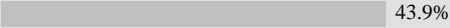
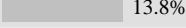


v8: (一)8. 當想到或談到我們的團隊時,我的感覺及情緒是覺得(焦慮緊張的)

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
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File : Member_second

v8: (一)8. 當想到或談到我們的團隊時,我的感覺及情緒是覺得(焦慮緊張的)

Statistics [NW/ W] [Valid=326 /-] [Invalid=1 /-]

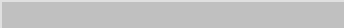
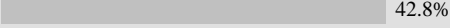
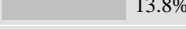

Value	Label	Cases	Percentage
1	非常不同意	114	 35.0%
2	不同意	143	 43.9%
3	普通	45	 13.8%
4	同意	21	 6.4%
5	非常同意	3	 0.9%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v9: (一)9. 當想到或談到我們的團隊時,我的感覺及情緒是覺得(心神不寧的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

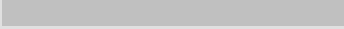
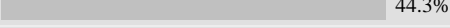



Value	Label	Cases	Percentage
1	非常不同意	125	 38.2%
2	不同意	140	 42.8%
3	普通	45	 13.8%
4	同意	17	 5.2%
5	非常同意	0	
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v10: (一)10. 當想到或談到我們的團隊時,我的感覺及情緒是覺得(害怕的)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

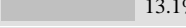

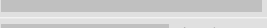
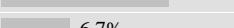
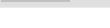
Value	Label	Cases	Percentage
1	非常不同意	132	 40.4%
2	不同意	145	 44.3%
3	普通	36	 11.0%
4	同意	13	 4.0%
5	非常同意	1	 0.3%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v11: (一)11. 我們團隊並沒有從公司高層(總經理)那裡獲得了我們應有的尊敬

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	43	 13.1%
2	不同意	124	 37.9%
3	普通	84	 25.7%
4	同意	54	 16.5%
5	非常同意	22	 6.7%
99	未填答	0	

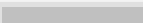
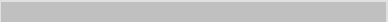

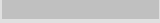

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : Member_second

v12: (一)12. 在公司內,我們團隊並未獲得應有的尊敬

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

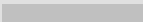

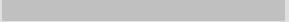
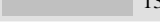

Value	Label	Cases	Percentage
1	非常不同意	48	 14.7%
2	不同意	130	 39.8%
3	普通	80	 24.5%
4	同意	53	 16.2%
5	非常同意	16	 4.9%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v13: (一)13. 我們團隊在艱難處境中得不到適當地同事支持

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

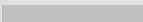

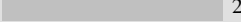
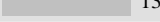

Value	Label	Cases	Percentage
1	非常不同意	52	 15.9%
2	不同意	129	 39.4%
3	普通	95	 29.1%
4	同意	44	 13.5%
5	非常同意	7	 2.1%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v14: (一)14. 我們團隊在工作上遭受不平等的對待

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

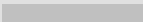

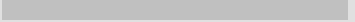
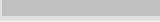

Value	Label	Cases	Percentage
1	非常不同意	54	 16.5%
2	不同意	134	 41.0%
3	普通	77	 23.5%
4	同意	45	 13.8%
5	非常同意	17	 5.2%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v15: (一)15. 我們團隊比別人更努力,卻沒有得到公司高層(總經理)的賞識(或認同)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	45	 13.8%
2	不同意	111	 33.9%
3	普通	100	 30.6%
4	同意	51	 15.6%
5	非常同意	20	 6.1%
99	未填答	0	

File : Member_second

v15: (一)15. 我們團隊比別人更努力, 卻沒有得到公司高層(總經理)的賞識(或認同)

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v16: (一)16. 我們團隊主管是開放的並願意傾聽新的點子

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.2%
2	不同意	26	8.0%
3	普通	78	23.9%
4	同意	190	58.1%
5	非常同意	29	8.9%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v17: (一)17. 我們團隊主管願意傾聽能夠改善工作流程的機會

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	0.9%
2	不同意	22	6.7%
3	普通	97	29.7%
4	同意	172	52.6%
5	非常同意	33	10.1%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v18: (一)18. 我們團隊主管對於討論渴望的目標和達成目標的新方法是開放的

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	0.9%
2	不同意	18	5.5%
3	普通	99	30.3%
4	同意	176	53.8%
5	非常同意	31	9.5%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v19: (一)19. 我們團隊主管能夠有效地讓員工諮詢問題

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	1.5%
2	不同意	19	5.8%
3	普通	104	31.8%
4	同意	169	51.7%

File : Member_second



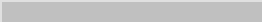
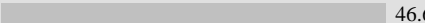
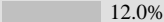
v19: (一)19. 我們團隊主管能夠有效地讓員工諮詢問題

Value	Label	Cases	Percentage
5	非常同意	30	 9.2%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v20: (一)20. 我們團隊成員能夠容易地聯繫到團隊主管



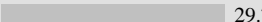
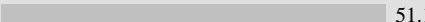

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=326 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	 1.5%
2	不同意	24	 7.4%
3	普通	106	 32.5%
4	同意	152	 46.6%
5	非常同意	39	 12.0%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v21: (一)21. 我們團隊主管能夠有效地和員工一起討論專業的問題



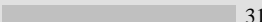
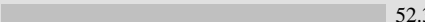
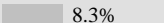
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	 0.9%
2	不同意	22	 6.7%
3	普通	97	 29.7%
4	同意	167	 51.1%
5	非常同意	38	 11.6%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v22: (一)22. 我們團隊主管樂於傾聽成員的要求

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	 1.2%
2	不同意	21	 6.4%
3	普通	104	 31.8%
4	同意	171	 52.3%
5	非常同意	27	 8.3%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v23: (一)23. 我們團隊主管鼓勵成員和他討論新的議題

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	 1.5%

File : Member_second




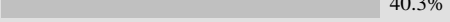

v23: (一)23. 我們團隊主管鼓勵成員和他討論新的議題

Value	Label	Cases	Percentage
2	不同意	21	 6.4%
3	普通	110	 33.6%
4	同意	161	 49.2%
5	非常同意	30	 9.2%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v24: (一)24. 我們團隊主管提供足夠時間和成員討論新的議題

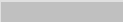

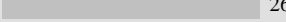
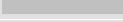

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=325 /-] [Invalid=2 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	 1.8%
2	不同意	24	 7.4%
3	普通	133	 40.9%
4	同意	131	 40.3%
5	非常同意	31	 9.5%
99	未填答	2	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v25: (一)25. 在我們團隊中, 部份成員積極地阻礙變革和創新

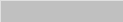

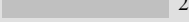
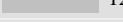

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	43	 13.1%
2	不同意	131	 40.1%
3	普通	88	 26.9%
4	同意	51	 15.6%
5	非常同意	14	 4.3%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v26: (一)26. 在我們團隊中, 部份成員採取侵略性的行為來反對新策略

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	53	 16.2%
2	不同意	159	 48.6%
3	普通	69	 21.1%
4	同意	40	 12.2%
5	非常同意	6	 1.8%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.


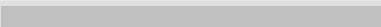
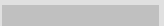
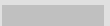

v27: (一)27. 在我們團隊中, 部份成員選擇脫離其他成員而自行工作

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
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File : Member_second

v27: (一)27. 在我們團隊中, 部份成員選擇脫離其他成員而自行工作

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]


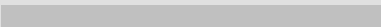
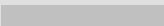
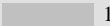

Value	Label	Cases	Percentage
1	非常不同意	48	 14.7%
2	不同意	162	 49.5%
3	普通	66	 20.2%
4	同意	43	 13.1%
5	非常同意	8	 2.4%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v28: (一)28. 在我們團隊中, 部份成員從事削弱他人的活動

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=326 /-] [Invalid=1 /-]



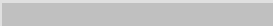
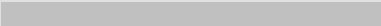

Value	Label	Cases	Percentage
1	非常不同意	60	 18.4%
2	不同意	151	 46.3%
3	普通	74	 22.7%
4	同意	36	 11.0%
5	非常同意	5	 1.5%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v29: (一)29. 我們團隊擁有適當的材料與補給品來執行工作

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]



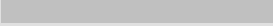
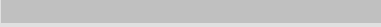

Value	Label	Cases	Percentage
1	非常不同意	8	 2.4%
2	不同意	27	 8.3%
3	普通	113	 34.6%
4	同意	158	 48.3%
5	非常同意	21	 6.4%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v30: (一)30. 我們團隊擁有適當的工具與設備來完成工作

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=326 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	 0.9%
2	不同意	30	 9.2%
3	普通	111	 34.0%
4	同意	156	 47.9%
5	非常同意	26	 8.0%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File : Member_second

v31: (一)31. 我們的團隊能夠獲得適當的資源來執行工作

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	8	2.4%
2	不同意	21	6.4%
3	普通	127	38.8%
4	同意	148	45.3%
5	非常同意	23	7.0%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v32: (一)32. 當有需要時, 我們團隊有適當的管道可以獲得技術支援

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=325 /-] [Invalid=2 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.2%
2	不同意	28	8.6%
3	普通	118	36.3%
4	同意	149	45.8%
5	非常同意	26	8.0%
99	未填答	2	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v33: (一)33. 我們團隊具有可以發揮的空間來執行工作任務

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=326 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.2%
2	不同意	18	5.5%
3	普通	125	38.3%
4	同意	156	47.9%
5	非常同意	23	7.1%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v34: (一)34. 當有人批評我的團隊時, 我覺得就像對我個人的侮辱

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	8	2.4%
2	不同意	18	5.5%
3	普通	78	23.9%
4	同意	187	57.2%
5	非常同意	36	11.0%
99	未填答	0	

File : Member_second

v34: (一)34. 當有人批評我的團隊時,我覺得就像對我個人的侮辱

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v35: (一)35. 我很有興趣知道別人對我團隊的想法

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.6%
2	不同意	14	4.3%
3	普通	94	28.7%
4	同意	186	56.9%
5	非常同意	31	9.5%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v36: (一)36. 當我談到我的團隊時,我通常是說(我們)而非(他們)

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=326 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	0.9%
2	不同意	12	3.7%
3	普通	58	17.8%
4	同意	208	63.8%
5	非常同意	45	13.8%
99	未填答	1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v37: (一)37. 我們團隊的成功就是我的成功

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.6%
2	不同意	12	3.7%
3	普通	63	19.3%
4	同意	201	61.5%
5	非常同意	49	15.0%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v38: (一)38. 當有人讚揚我們團隊時,我覺得就像對我個人的讚美

Information [Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]

Statistics [NW/ W] [Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.6%
2	不同意	6	1.8%
3	普通	70	21.4%
4	同意	199	60.9%

File : Member_second






v38: (一)38. 當有人讚揚我們團隊時,我覺得就像對我個人的讚美

Value	Label	Cases	Percentage
5	非常同意	50	 15.3%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

v39: (一)39. 如果有媒體報導批評我的團隊,我會覺得很不好意思

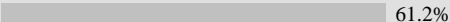
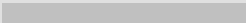
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*/99]
Statistics [NW/ W]	[Valid=327 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	8	 2.4%
2	不同意	18	 5.5%
3	普通	54	 16.5%
4	同意	205	 62.7%
5	非常同意	42	 12.8%
99	未填答	0	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

b1: (二)1. 性別

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*/99]
Statistics [NW/ W]	[Valid=322 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	男	197	 61.2%
2	女	125	 38.8%
99	未填答	5	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

b2: (二)2. 出生年份

Information	[Type= continuous] [Format=numeric] [Range= 41-84] [Missing=*/99]
Statistics [NW/ W]	[Valid=319 /-] [Invalid=8 /-] [Mean=65.119 /-] [StdDev=9.539 /-]

Value	Label	Cases	Percentage
99	未填答	8	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

b3: (二)3. 在目前團隊(部門)服務年資

Information	[Type= continuous] [Format=numeric] [Range= 0.083-40] [Missing=*/99]
Statistics [NW/ W]	[Valid=314 /-] [Invalid=13 /-] [Mean=8.563 /-] [StdDev=8.769 /-]

Value	Label	Cases	Percentage
99	未填答	11	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

b4: (二)4. 教育程度

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*/99]
Statistics [NW/ W]	[Valid=322 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	高中職(含)以下	56	 17.4%
2	大專/大學	223	 69.3%

File : Member_second

b4: (二)4. 教育程度

Value	Label	Cases	Percentage
3	研究所(含)以上	43	13.4%
99	未填答	5	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

b5: (二)5. 婚姻狀況

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*/99]
Statistics [NW/ W]	[Valid=303 /-] [Invalid=24 /-]

Value	Label	Cases	Percentage
1	未婚	114	37.6%
2	已婚	181	59.7%
3	其他	8	2.6%
99	未填答	23	
Sysmiss		1	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

b6: (二)6. 進入職場的經歷(年)

Information	[Type= continuous] [Format=numeric] [Range= 0.083-40] [Missing=*/99]
Statistics [NW/ W]	[Valid=321 /-] [Invalid=6 /-] [Mean=13.926 /-] [StdDev=9.174 /-]

Value	Label	Cases	Percentage
99	未填答	6	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.