

台灣 (Taiwan, ROC)

溫福星

組織管理中多層次測量模式的多群體恆等性之研究

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組織管理中多層次測量模式的多群體恆等性之研究

*The Multi-Group Invariance of Multilevel Measurement Model in Organizational Management***Overview**

Identification	E10380
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Abstract

當代社會科學研究的兩個重要方法學方法，結構方程模式（包含驗證性因素分析與階層線性模式（或稱多層次模式，一個用來解決測量誤的問題，一個用來克服資料違反獨立性，兩者的結合可以用在組織管理研究中不同層次研究構念的測量與構念之間結構係數的估計。而多群體分析也是社會科學研究中重要分析方法，研究不同群體間是否具有相同的特徵屬性，可以進行相互的比較。本研究計畫目的在於探討比較兩個群體在多層次模式下，其組間與組內構念的因素結構的測量恆等性。本研究計畫的組織構念為轉換型領導風格，底下有四個次構念，然後是測量題項，組內個人層次構念為組織公民行為、組織承諾、工作滿意、與知覺的主管支持，其中組織公民行為與組織承諾底下各有三個次構念，然後才是測量題項。資料來自私部門與公部門兩個群體，其中私部門來自104個不同公司部門的1358位員工所填答的問卷，公部門來自於80個稅捐機關部門的1134位公務員的問卷。扣除無效問卷後共有184個機關公司各1156與947份有效問卷。多群體多層次驗證性因素分析結果顯示，在個體層次方面，組內因素結構除了一題的工作滿意題項未達因素負荷量恆等外，其他構念的題項是符合弱式恆等性在測量誤差變異數方面，除了組織公民行為構念的題項符合嚴格恆等性外，其他三個構念測量題項都是部分嚴格恆等的結果。在組織層次方面，其組間因素結構轉換型領導風格的四個次構念題項，因潛在變項間相關高達1.0的Heywood問題緣故，無法有效區分成四個次構念，因此改以組合分數的方式形成轉換型領導風格的題項。其兩個群體在組間構念的因素結構，是符合嚴格恆等性條件，換言之其組間轉換型領導風格的組合分數在公私部門間，其組合分數的因素負荷量、組間截距項與測量誤變異數可以視為相等的結果。最後，本研究計畫提出幾個研究結論與討論，作為未來這方面研究的進一步參考。

Time Period(s)	2016-2017
Countries	台灣 (Taiwan, ROC)

Producers & Sponsors

Primary Investigator(s)	溫福星
Other Producer(s)	東吳大學國際經營與貿易學系（所
Funding Agency/ies	科技部

Data Collection

Data Collection Dates	start 2016-05-01 end 2017-01-31
Time Period(s)	start 2014-08-01 end 2017-01-31
Data Collection Mode	留卷自填問卷

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)
<u>Access Conditions</u> 標準版(一般會員、院內會員直接下載)	

Files Description

Dataset contains 1 file(s)

E10380	
# Cases	2492
# Variable(s)	66

Variables List

Dataset contains 66 variable(s)

File E10380							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	l2	L2代號	discrete	character-4	2492	0	-
2	l2id	L2編碼	discrete	numeric-3.0	2492	0	-
3	l1id	L1編碼	continuous	numeric-5.0	2492	0	-
4	q1	1.我的主管讓我覺得只要我的工作成果符合要求,就有更好的發展機會	discrete	numeric-2.0	2479	13	-
5	q2	2.我的主管了解我工作上的需求,且願意幫助我解決	discrete	numeric-2.0	2486	6	-
6	q3	3.我的主管能使我知道什麼才是真正重要的事	discrete	numeric-2.0	2480	12	-
7	q4	4.我的主管使我對未來加樂觀	discrete	numeric-2.0	2484	8	-
8	q5	5.我和我的部門同仁會相互努力面對外界挑戰	discrete	numeric-2.0	2486	6	-
9	q6	6.與我的主管共事,令我覺得驕傲	discrete	numeric-2.0	2478	14	-
10	q7	7.我的主管不太肯花太多時間,詳細說明本團隊的組織目標	discrete	numeric-2.0	2480	12	-
11	q8	8.我相信我主管的能力與判斷力,足以克服任何困難	discrete	numeric-2.0	2485	7	-
12	q9	9.在部門內同仁之間相處得很融洽	discrete	numeric-2.0	2481	11	-
13	q10	10.我的主管讓我工作上更有整體目標感	discrete	numeric-2.0	2475	17	-
14	q11	11.我的主管能引導我重新思考一些我認為理所當然的想法	discrete	numeric-2.0	2478	14	-
15	q12	12.我的主管是一位能激勵、鼓舞部屬的人	discrete	numeric-2.0	2483	9	-
16	q13	13.部門內同仁之間會相互扶持面對外面挑戰	discrete	numeric-2.0	2480	12	-
17	q14	14.我的主管思想老舊,不易接受新事物	discrete	numeric-2.0	2479	13	-
18	q15	15.當我在工作上有好的表現時,我的主管不會給予任何讚美	discrete	numeric-2.0	2474	18	-
19	q16	16.我的主管具有敏銳的觀察力,能察覺真正值得思考的事物	discrete	numeric-2.0	2481	11	-
20	q17	17.我的主管會關切那些易被人忽視的同仁	discrete	numeric-2.0	2478	14	-
21	q18	18.面對外界競爭,部門同仁彼此之間會相互鼓勵	discrete	numeric-2.0	2479	13	-

File E10380							
#	Name	Label	Type	Format	Valid	Invalid	Question
22	q19	19.我的主管會帶領我們一起工作,達成令人振奮的遠景	discrete	numeric-2.0	2480	12	-
23	q20	20.我的主管通常會忽略同仁的建議,且不加採納	discrete	numeric-2.0	2482	10	-
24	q21	21.我覺得我的薪資能夠反映我在工作上的付出	discrete	numeric-2.0	2489	3	-
25	q22	22.整體而言,我實際得到的薪資和我覺得應得的薪資差不多	discrete	numeric-2.0	2486	6	-
26	q23	23.我覺得自己經常受到部門主管的激勵	discrete	numeric-2.0	2483	9	-
27	q24	24.我願意不拘形式提出建議,以利部門的改善	discrete	numeric-2.0	2486	6	-
28	q25	25.我得到的福利和同行業的公司或機構相比,相差不多	discrete	numeric-2.0	2475	17	-
29	q26	26.公司的部門主管會支持個人的進修機會	discrete	numeric-2.0	2484	8	-
30	q27	27.我願意將資訊與其他同仁一起分享	discrete	numeric-2.0	2488	4	-
31	q28	28.為了要繼續留在本部門服務,任何工作我都願意接受	discrete	numeric-2.0	2486	6	-
32	q29	29.我認為我目前服務的部門,是最好的單位	discrete	numeric-2.0	2485	7	-
33	q30	30.我很慶幸當年能選擇進入本部門工作	discrete	numeric-2.0	2480	12	-
34	q31	31.我會維護與捍衛本部門的形象	discrete	numeric-2.0	2487	5	-
35	q32	32.在本部門內工作,使我能充分發揮自己的專長	discrete	numeric-2.0	2487	5	-
36	q33	33.我對工作的投入與付出,超出本部門所要求的標準	discrete	numeric-2.0	2484	8	-
37	q34	34.我對本部門內其他同仁,會給予相當程度的關懷	discrete	numeric-2.0	2489	3	-
38	q35	35.我會去達成部門工作所要求的績效水準	discrete	numeric-2.0	2481	11	-
39	q36	36.我的部門主管有擔當會負起最後的決策責任	discrete	numeric-2.0	2486	6	-
40	q37	37.我有時會試圖報復他人,而不是選擇原諒與放下	discrete	numeric-2.0	2486	6	-
41	q38	38.我曾在某些場合佔別人便宜	discrete	numeric-2.0	2484	8	-
42	q39	39.我滿意我服務單位所提供的福利	discrete	numeric-2.0	2486	6	-
43	q40	40.我十分關心本部門未來的發展	discrete	numeric-2.0	2489	3	-
44	q41	41.我表現再好,公司也不會注意到我	discrete	numeric-2.0	2489	3	-

File E10380							
#	Name	Label	Type	Format	Valid	Invalid	Question
45	q42	42.我會忽略主管所重視的工作觀念與態度	discrete	numeric-2.0	2487	5	-
46	q43	43.我覺得我的工作是有意義的	discrete	numeric-2.0	2484	8	-
47	q44	44.我願意多付出、多努力,以協助本部門達到預期目標	discrete	numeric-2.0	2489	3	-
48	q45	45.我會對工作上細微瑣碎的事情感到抱怨	discrete	numeric-2.0	2481	11	-
49	q46	46.我願意幫忙本部門裡的新同仁,儘快適應環境並傳授經驗、解決問題	discrete	numeric-2.0	2488	4	-
50	q47	47.決定繼續留在本部門服務,顯然是錯誤的事	discrete	numeric-2.0	2486	6	-
51	q48	48.我對本部門未來的發展,不抱有高度的期望	discrete	numeric-2.0	2484	8	-
52	q49	49.上司對我過去表現的績效評估和我應得的評估相同	discrete	numeric-2.0	2483	9	-
53	q50	50.我對於部門內的升遷機會感到滿意	discrete	numeric-2.0	2476	16	-
54	q51	51.對那些忙不過來的同事,我願意主動幫忙	discrete	numeric-2.0	2488	4	-
55	q52	52.我會依主管分派給我的工作項目,盡力達成任務	discrete	numeric-2.0	2491	1	-
56	q53	53.我經常會將本部門的利益,視為自己的利益而全力以赴	discrete	numeric-2.0	2489	3	-
57	q54	54.即使面對我討厭的人,我還是彬彬有禮	discrete	numeric-2.0	2489	3	-
58	q55	55.做錯事時,我會很快地承認	discrete	numeric-2.0	2489	3	-
59	q56	56.我常對我的朋友說,我所服務的部門是值得效勞的	discrete	numeric-2.0	2483	9	-
60	q57	57.繼續留在本部門工作,不會有什麼好前途	discrete	numeric-2.0	2482	10	-
61	q58	58.我得到的薪資和同行業的公司或機構相比,相差不多	discrete	numeric-2.0	2480	12	-
62	b1	1.性別	discrete	numeric-2.0	2446	46	-
63	b2	2.教育程度	discrete	numeric-2.0	2475	17	-
64	b3	3.年齡	discrete	numeric-2.0	2483	9	-
65	b4	4.在本公司/單位年資	discrete	numeric-2.0	2471	21	-
66	b5	5.公司產業	discrete	numeric-2.0	2214	278	-

Variables Description

Dataset contains 66 variable(s)

File : E10380

12: L2代號

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File : E10380

12: L2代號

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File : E10380

12: L2代號

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File : E10380

12: L2代號

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File : E10380

I2: L2代號

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G8		7	0.3%
G9		10	0.4%

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.

I2id: L2編碼

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Statistics [NW/ W]	[Valid=2492 /-] [Invalid=0 /-]

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File : E10380

12id: L2編碼

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31	A35	4	0.2%
32	A36	16	0.6%
33	A37	15	0.6%
34	A38	15	0.6%
35	A39	14	0.6%
36	A40	16	0.6%
37	A41	16	0.6%
38	A42	9	0.4%
39	A43	14	0.6%
40	A45	15	0.6%
41	A46	15	0.6%
42	A47	15	0.6%
43	A48	11	0.4%
44	A49	14	0.6%
45	A50	14	0.6%
46	A51	8	0.3%
47	A52	15	0.6%
48	A53	15	0.6%
49	A54	9	0.4%
50	A55	15	0.6%
51	A56	15	0.6%
52	A57	8	0.3%
53	A58	14	0.6%
54	A59	15	0.6%
55	A60	11	0.4%
56	A61	15	0.6%
57	A62	15	0.6%
58	A63	7	0.3%
59	A64	7	0.3%
60	A65	15	0.6%
61	A66	15	0.6%
62	A67	15	0.6%
63	A68	16	0.6%
64	A69	16	0.6%
65	A70	16	0.6%

File : E10380

12id: L2編碼

Value	Label	Cases	Percentage
66	A71	16	0.6%
67	A72	16	0.6%
68	A73	16	0.6%
69	A74	16	0.6%
70	A75	16	0.6%
71	A76	15	0.6%
72	A77	16	0.6%
73	A78	16	0.6%
74	A79	13	0.5%
75	A80	4	0.2%
76	A81	14	0.6%
77	A82	12	0.5%
78	A83	16	0.6%
79	A84	14	0.6%
80	A85	16	0.6%
81	A86	14	0.6%
82	A87	15	0.6%
83	A88	15	0.6%
84	A891	10	0.4%
85	A892	10	0.4%
86	A893	10	0.4%
87	A894	10	0.4%
88	A895	9	0.4%
89	A90	15	0.6%
90	A91	10	0.4%
91	A92	15	0.6%
92	A93	10	0.4%
93	A94	10	0.4%
94	A95	15	0.6%
95	A96	15	0.6%
96	A97	15	0.6%
97	B01	15	0.6%
98	B02	15	0.6%
99	B03	15	0.6%
100	B04	15	0.6%
101	B05	15	0.6%
102	B06	15	0.6%
103	B07	15	0.6%
104	B08	15	0.6%
105	B09	14	0.6%
106	B10	14	0.6%
107	B11	15	0.6%
108	B12	15	0.6%

File : E10380

12id: L2編碼

Value	Label	Cases	Percentage
109	B13	15	0.6%
110	B14	15	0.6%
111	B15	15	0.6%
112	B16	15	0.6%
113	B17	15	0.6%
114	B18	15	0.6%
115	B19	14	0.6%
116	B20	15	0.6%
117	B21	12	0.5%
118	B22	15	0.6%
119	B23	15	0.6%
120	B24	15	0.6%
121	B25	15	0.6%
122	B26	13	0.5%
123	B27	15	0.6%
124	B28	15	0.6%
125	B29	15	0.6%
126	B30	14	0.6%
127	B31	14	0.6%
128	B32	13	0.5%
129	B33	15	0.6%
130	B34	14	0.6%
131	B35	15	0.6%
132	B36	14	0.6%
133	B37	10	0.4%
134	B38	10	0.4%
135	B39	10	0.4%
136	B40	8	0.3%
137	B41	10	0.4%
138	C1	15	0.6%
139	C10	15	0.6%
140	C2	15	0.6%
141	C3	15	0.6%
142	C4	15	0.6%
143	C5	13	0.5%
144	C6	14	0.6%
145	C7	15	0.6%
146	C8	15	0.6%
147	C9	15	0.6%
148	E01	15	0.6%
149	E02	15	0.6%
150	E03	15	0.6%
151	E04	15	0.6%

File : E10380

l2id: L2編碼

Value	Label	Cases	Percentage
152	E05	15	0.6%
153	E06	15	0.6%
154	E07	15	0.6%
155	E08	15	0.6%
156	E09	15	0.6%
157	E10	15	0.6%
158	E11	15	0.6%
159	E12	15	0.6%
160	E13	1	0.0%
161	E14	12	0.5%
162	E15	13	0.5%
163	E16	15	0.6%
164	E17	14	0.6%
165	E18	10	0.4%
166	E19	10	0.4%
167	E20	10	0.4%
168	E21	9	0.4%
169	E22	9	0.4%
170	E23	7	0.3%
171	E24	10	0.4%
172	E25	10	0.4%
173	G1	13	0.5%
174	G10	10	0.4%
175	G11	10	0.4%
176	G12	10	0.4%
177	G13	10	0.4%
178	G14	10	0.4%
179	G2	17	0.7%
180	G3	15	0.6%
181	G4	15	0.6%
182	G5	15	0.6%
183	G6	15	0.6%
184	G7	15	0.6%
185	G8	7	0.3%
186	G9	10	0.4%

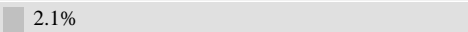
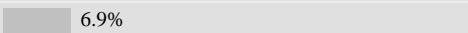

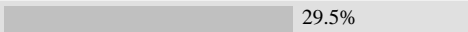
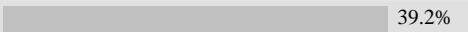
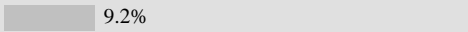
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

l1id: L1編碼

Information	[Type= continuous] [Format=numeric] [Range= 1-3320] [Missing=*]
Statistics [NW/ W]	[Valid=2492 /-] [Invalid=0 /-] [Mean=1725.967 /-] [StdDev=918.113 /-]
# q1: 1.我的主管讓我覺得只要我的工作成果符合要求,就有更好的發展機會	
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2479 /-] [Invalid=13 /-]

File : E10380

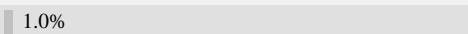


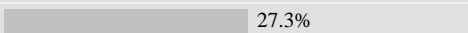

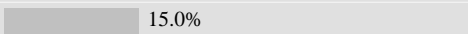
q1: 1.我的主管讓我覺得只要我的工作成果符合要求,就有更好的發展機會

Value	Label	Cases	Percentage
1	非常不同意	51	 2.1%
2	不同意	170	 6.9%
3	有點不同意	326	 13.2%
4	有點同意	731	 29.5%
5	同意	972	 39.2%
6	非常同意	229	 9.2%
Sysmiss		13	

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.

q2: 2.我的主管了解我工作上的需求,且願意幫助我解決

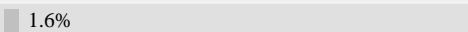


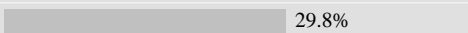
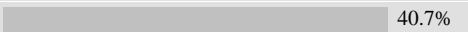
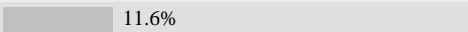
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2486 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	25	 1.0%
2	不同意	87	 3.5%
3	有點不同意	253	 10.2%
4	有點同意	678	 27.3%
5	同意	1069	 43.0%
6	非常同意	374	 15.0%
Sysmiss		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.

q3: 3.我的主管能使我知道什麼才是真正重要的事

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2480 /-] [Invalid=12 /-]

Value	Label	Cases	Percentage
1	非常不同意	39	 1.6%
2	不同意	101	 4.1%
3	有點不同意	304	 12.3%
4	有點同意	740	 29.8%
5	同意	1009	 40.7%
6	非常同意	287	 11.6%
Sysmiss		12	

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.

q4: 4.我的主管使我對未來加樂觀

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2484 /-] [Invalid=8 /-]

Value	Label	Cases	Percentage
1	非常不同意	67	 2.7%
2	不同意	164	 6.6%
3	有點不同意	432	 17.4%
4	有點同意	782	 31.5%
5	同意	813	 32.7%

File : E10380







q4: 4.我的主管使我對未來加樂觀

Value	Label	Cases	Percentage
6	非常同意	226	 9.1%
Sysmiss		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.

q5: 5.我和我的部門同仁會相互努力面對外界挑戰







Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2486 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	23	 0.9%
2	不同意	69	 2.8%
3	有點不同意	167	 6.7%
4	有點同意	686	 27.6%
5	同意	1159	 46.6%
6	非常同意	382	 15.4%
Sysmiss		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.

q6: 6.與我的主管共事, 令我覺得驕傲

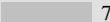
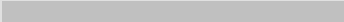
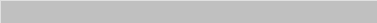



Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2478 /-] [Invalid=14 /-]

Value	Label	Cases	Percentage
1	非常不同意	71	 2.9%
2	不同意	111	 4.5%
3	有點不同意	311	 12.6%
4	有點同意	794	 32.0%
5	同意	885	 35.7%
6	非常同意	306	 12.3%
Sysmiss		14	

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.

q7: 7.我的主管不太肯花太多時間, 詳細說明本團隊的組織目標

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2480 /-] [Invalid=12 /-]

Value	Label	Cases	Percentage
1	非常不同意	181	 7.3%
2	不同意	698	 28.1%
3	有點不同意	771	 31.1%
4	有點同意	498	 20.1%
5	同意	272	 11.0%
6	非常同意	60	 2.4%
Sysmiss		12	

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.

q8: 8.我相信我主管的能力與判斷力, 足以克服任何困難

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
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File : E10380

q8: 8.我相信我主管的能力與判斷力, 足以克服任何困難

Statistics [NW/ W] [Valid=2485 /-] [Invalid=7 /-]

Value	Label	Cases	Percentage
1	非常不同意	44	1.8%
2	不同意	93	3.7%
3	有點不同意	269	10.8%
4	有點同意	783	31.5%
5	同意	967	38.9%
6	非常同意	329	13.2%
Sysmiss		7	

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.

q9: 9.在部門內同仁之間相處得很融洽

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2481 /-] [Invalid=11 /-]

Value	Label	Cases	Percentage
1	非常不同意	16	0.6%
2	不同意	43	1.7%
3	有點不同意	137	5.5%
4	有點同意	581	23.4%
5	同意	1208	48.7%
6	非常同意	496	20.0%
Sysmiss		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.

q10: 10.我的主管讓我工作上更有整體目標感

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2475 /-] [Invalid=17 /-]

Value	Label	Cases	Percentage
1	非常不同意	39	1.6%
2	不同意	125	5.1%
3	有點不同意	337	13.6%
4	有點同意	819	33.1%
5	同意	917	37.1%
6	非常同意	238	9.6%
Sysmiss		17	

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.

q11: 11.我的主管能引導我重新思考一些我認為理所當然的想法

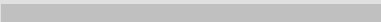

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2478 /-] [Invalid=14 /-]

Value	Label	Cases	Percentage
1	非常不同意	37	1.5%
2	不同意	114	4.6%
3	有點不同意	324	13.1%
4	有點同意	819	33.1%

File : E10380



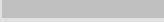
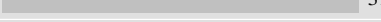


q11: 11.我的主管能引導我重新思考一些我認為理所當然的想法

Value	Label	Cases	Percentage
5	同意	934	 37.7%
6	非常同意	250	 10.1%
Sysmiss		14	

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.

q12: 12.我的主管是一位能激勵、鼓舞部屬的人




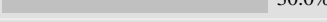

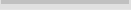
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2483 /-] [Invalid=9 /-]

Value	Label	Cases	Percentage
1	非常不同意	65	 2.6%
2	不同意	130	 5.2%
3	有點不同意	369	 14.9%
4	有點同意	785	 31.6%
5	同意	846	 34.1%
6	非常同意	288	 11.6%
Sysmiss		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.

q13: 13.部門內同仁之間會相互扶持面對外面挑戰

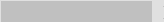

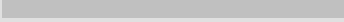
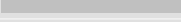


Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2480 /-] [Invalid=12 /-]

Value	Label	Cases	Percentage
1	非常不同意	31	 1.2%
2	不同意	58	 2.3%
3	有點不同意	211	 8.5%
4	有點同意	745	 30.0%
5	同意	1078	 43.5%
6	非常同意	357	 14.4%
Sysmiss		12	

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.

q14: 14.我的主管思想老舊,不易接受新事物

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2479 /-] [Invalid=13 /-]

Value	Label	Cases	Percentage
1	非常不同意	310	 12.5%
2	不同意	793	 32.0%
3	有點不同意	730	 29.4%
4	有點同意	405	 16.3%
5	同意	189	 7.6%
6	非常同意	52	 2.1%
Sysmiss		13	

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 : E10380

q15: 15.當我在工作中有好的表現時,我的主管不會給予任何讚美

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2474 /-] [Invalid=18 /-]

Value	Label	Cases	Percentage
1	非常不同意	303	12.2%
2	不同意	691	27.9%
3	有點不同意	708	28.6%
4	有點同意	402	16.2%
5	同意	284	11.5%
6	非常同意	86	3.5%
Sysmiss		18	

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.

q16: 16.我的主管具有敏銳的觀察力,能察覺真正值得思考的事物

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2481 /-] [Invalid=11 /-]

Value	Label	Cases	Percentage
1	非常不同意	45	1.8%
2	不同意	101	4.1%
3	有點不同意	311	12.5%
4	有點同意	781	31.5%
5	同意	975	39.3%
6	非常同意	268	10.8%
Sysmiss		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.

q17: 17.我的主管會關切那些易被人忽視的同仁

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2478 /-] [Invalid=14 /-]

Value	Label	Cases	Percentage
1	非常不同意	60	2.4%
2	不同意	152	6.1%
3	有點不同意	467	18.8%
4	有點同意	847	34.2%
5	同意	751	30.3%
6	非常同意	201	8.1%
Sysmiss		14	

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.

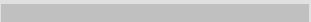
q18: 18.面對外界競爭,部門同仁彼此之間會相互鼓勵

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2479 /-] [Invalid=13 /-]

Value	Label	Cases	Percentage
1	非常不同意	23	0.9%
2	不同意	69	2.8%
3	有點不同意	254	10.2%

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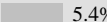
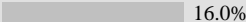
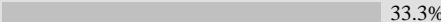
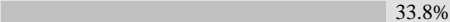

q18: 18.面對外界競爭,部門同仁彼此之間會相互鼓勵

Value	Label	Cases	Percentage
4	有點同意	819	 33.0%
5	同意	1024	 41.3%
6	非常同意	290	 11.7%
Sysmiss		13	

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.

q19: 19.我的主管會帶領我們一起工作,達成令人振奮的遠景


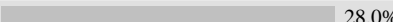
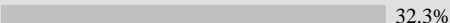
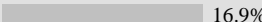
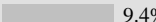

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2480 /-] [Invalid=12 /-]

Value	Label	Cases	Percentage
1	非常不同意	55	 2.2%
2	不同意	133	 5.4%
3	有點不同意	396	 16.0%
4	有點同意	826	 33.3%
5	同意	837	 33.8%
6	非常同意	233	 9.4%
Sysmiss		12	

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.

q20: 20.我的主管通常會忽略同仁的建議,且不加採納


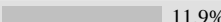

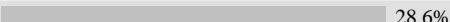
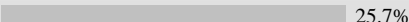

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2482 /-] [Invalid=10 /-]

Value	Label	Cases	Percentage
1	非常不同意	273	 11.0%
2	不同意	695	 28.0%
3	有點不同意	801	 32.3%
4	有點同意	419	 16.9%
5	同意	233	 9.4%
6	非常同意	61	 2.5%
Sysmiss		10	

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.

q21: 21.我覺得我的薪資能夠反映我在工作上的付出

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2489 /-] [Invalid=3 /-]

Value	Label	Cases	Percentage
1	非常不同意	109	 4.4%
2	不同意	297	 11.9%
3	有點不同意	600	 24.1%
4	有點同意	713	 28.6%
5	同意	639	 25.7%
6	非常同意	131	 5.3%
Sysmiss		3	


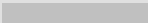

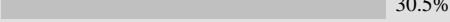
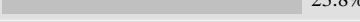

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

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q22: 22.整體而言,我實際得到的薪資和我覺得應得的薪資差不多

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2486 /-] [Invalid=6 /-]


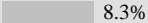

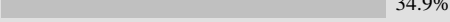
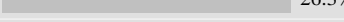

Value	Label	Cases	Percentage
1	非常不同意	109	 4.4%
2	不同意	295	 11.9%
3	有點不同意	638	 25.7%
4	有點同意	757	 30.5%
5	同意	591	 23.8%
6	非常同意	96	 3.9%
Sysmiss		6	

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.

q23: 23.我覺得自己經常受到部門主管的激勵

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2483 /-] [Invalid=9 /-]



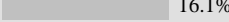
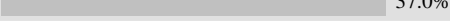
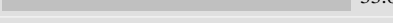

Value	Label	Cases	Percentage
1	非常不同意	66	 2.7%
2	不同意	207	 8.3%
3	有點不同意	544	 21.9%
4	有點同意	867	 34.9%
5	同意	652	 26.3%
6	非常同意	147	 5.9%
Sysmiss		9	

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.

q24: 24.我願意不拘形式提出建議,以利部門的改善

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2486 /-] [Invalid=6 /-]




Value	Label	Cases	Percentage
1	非常不同意	25	 1.0%
2	不同意	116	 4.7%
3	有點不同意	400	 16.1%
4	有點同意	921	 37.0%
5	同意	836	 33.6%
6	非常同意	188	 7.6%
Sysmiss		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.

q25: 25.我得到的福利和同行業的公司或機構相比,相差不多

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2475 /-] [Invalid=17 /-]

Value	Label	Cases	Percentage
1	非常不同意	88	 3.6%
2	不同意	236	 9.5%
3	有點不同意	590	 23.8%

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
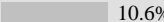
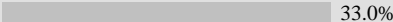
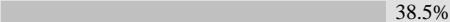

q25: 25.我得到的福利和同行業的公司或機構相比,相差不多

Value	Label	Cases	Percentage
4	有點同意	869	 35.1%
5	同意	591	 23.9%
6	非常同意	101	 4.1%
Sysmiss		17	

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.

q26: 26.公司的部門主管會支持個人的進修機會







Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2484 /-] [Invalid=8 /-]

Value	Label	Cases	Percentage
1	非常不同意	44	 1.8%
2	不同意	95	 3.8%
3	有點不同意	264	 10.6%
4	有點同意	819	 33.0%
5	同意	956	 38.5%
6	非常同意	306	 12.3%
Sysmiss		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.

q27: 27.我願意將資訊與其他同仁一起分享


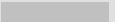
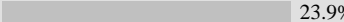
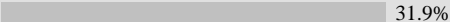
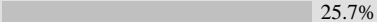
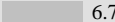
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2488 /-] [Invalid=4 /-]

Value	Label	Cases	Percentage
1	非常不同意	13	 0.5%
2	不同意	29	 1.2%
3	有點不同意	98	 3.9%
4	有點同意	690	 27.7%
5	同意	1238	 49.8%
6	非常同意	420	 16.9%
Sysmiss		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.

q28: 28.為了要繼續留在本部門服務,任何工作我都願意接受

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2486 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	74	 3.0%
2	不同意	221	 8.9%
3	有點不同意	595	 23.9%
4	有點同意	792	 31.9%
5	同意	638	 25.7%
6	非常同意	166	 6.7%
Sysmiss		6	


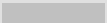
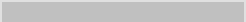
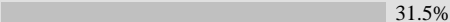
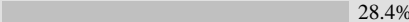
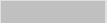
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

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q29: 29.我認為我目前服務的部門,是最好的單位

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2485 /-] [Invalid=7 /-]



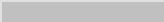
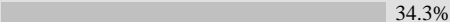
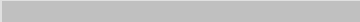
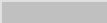
Value	Label	Cases	Percentage
1	非常不同意	86	 3.5%
2	不同意	209	 8.4%
3	有點不同意	492	 19.8%
4	有點同意	782	 31.5%
5	同意	706	 28.4%
6	非常同意	210	 8.5%
Sysmiss		7	

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.

q30: 30.我很慶幸當年能選擇進入本部門工作

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2480 /-] [Invalid=12 /-]




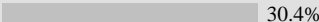
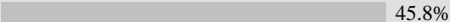
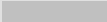
Value	Label	Cases	Percentage
1	非常不同意	57	 2.3%
2	不同意	138	 5.6%
3	有點不同意	360	 14.5%
4	有點同意	850	 34.3%
5	同意	791	 31.9%
6	非常同意	284	 11.5%
Sysmiss		12	

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.

q31: 31.我會維護與捍衛本部門的形象

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2487 /-] [Invalid=5 /-]


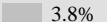
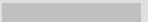
Value	Label	Cases	Percentage
1	非常不同意	22	 0.9%
2	不同意	44	 1.8%
3	有點不同意	126	 5.1%
4	有點同意	757	 30.4%
5	同意	1138	 45.8%
6	非常同意	400	 16.1%
Sysmiss		5	

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.

q32: 32.在本部門內工作,使我能充分發揮自己的專長

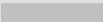
Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2487 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	非常不同意	35	 1.4%
2	不同意	94	 3.8%
3	有點不同意	330	 13.3%

File : E10380



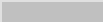
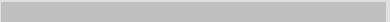
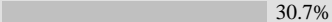

q32: 32.在本部門內工作,使我能充分發揮自己的專長

Value	Label	Cases	Percentage
4	有點同意	876	 35.2%
5	同意	912	 36.7%
6	非常同意	240	 9.7%
Sysmiss		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.

q33: 33.我對工作的投入與付出,超出本部門所要求的標準







Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2484 /-] [Invalid=8 /-]

Value	Label	Cases	Percentage
1	非常不同意	14	 0.6%
2	不同意	49	 2.0%
3	有點不同意	313	 12.6%
4	有點同意	1107	 44.6%
5	同意	762	 30.7%
6	非常同意	239	 9.6%
Sysmiss		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.

q34: 34.我對本部門內其他同仁,會給予相當程度的關懷







Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2489 /-] [Invalid=3 /-]

Value	Label	Cases	Percentage
1	非常不同意	14	 0.6%
2	不同意	23	 0.9%
3	有點不同意	140	 5.6%
4	有點同意	847	 34.0%
5	同意	1175	 47.2%
6	非常同意	290	 11.7%
Sysmiss		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.

q35: 35.我會去達成部門工作所要求的績效水準

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2481 /-] [Invalid=11 /-]

Value	Label	Cases	Percentage
1	非常不同意	8	 0.3%
2	不同意	21	 0.8%
3	有點不同意	107	 4.3%
4	有點同意	786	 31.7%
5	同意	1241	 50.0%
6	非常同意	318	 12.8%
Sysmiss		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.

File : E10380

q36: 36.我的部門主管有擔當會負起最後的決策責任

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2486 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	54	2.2%
2	不同意	91	3.7%
3	有點不同意	249	10.0%
4	有點同意	649	26.1%
5	同意	1008	40.5%
6	非常同意	435	17.5%
Sysmiss		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.

q37: 37.我有時會試圖報復他人,而不是選擇原諒與放下

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2486 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	661	26.6%
2	不同意	837	33.7%
3	有點不同意	521	21.0%
4	有點同意	296	11.9%
5	同意	147	5.9%
6	非常同意	24	1.0%
Sysmiss		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.

q38: 38.我曾在某些場合佔別人便宜

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2484 /-] [Invalid=8 /-]

Value	Label	Cases	Percentage
1	非常不同意	578	23.3%
2	不同意	813	32.7%
3	有點不同意	555	22.3%
4	有點同意	372	15.0%
5	同意	135	5.4%
6	非常同意	31	1.2%
Sysmiss		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.

q39: 39.我滿意我服務單位所提供的福利

Information [Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]

Statistics [NW/ W] [Valid=2486 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	94	3.8%
2	不同意	227	9.1%
3	有點不同意	519	20.9%

File : E10380



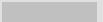
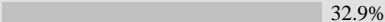
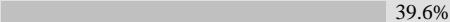

q39: 39.我滿意我服務單位所提供的福利

Value	Label	Cases	Percentage
4	有點同意	821	 33.0%
5	同意	684	 27.5%
6	非常同意	141	 5.7%
Sysmiss		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.

q40: 40.我十分關心本部門未來的發展


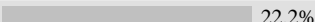
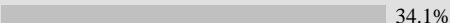
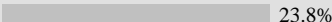
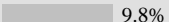

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2489 /-] [Invalid=3 /-]

Value	Label	Cases	Percentage
1	非常不同意	39	 1.6%
2	不同意	93	 3.7%
3	有點不同意	242	 9.7%
4	有點同意	819	 32.9%
5	同意	985	 39.6%
6	非常同意	311	 12.5%
Sysmiss		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.

q41: 41.我表現再好,公司也不會注意到我

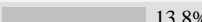
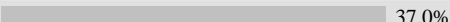

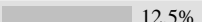


Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2489 /-] [Invalid=3 /-]

Value	Label	Cases	Percentage
1	非常不同意	165	 6.6%
2	不同意	552	 22.2%
3	有點不同意	849	 34.1%
4	有點同意	592	 23.8%
5	同意	244	 9.8%
6	非常同意	87	 3.5%
Sysmiss		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.

q42: 42.我會忽略主管所重視的工作觀念與態度

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2487 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	非常不同意	343	 13.8%
2	不同意	919	 37.0%
3	有點不同意	784	 31.5%
4	有點同意	310	 12.5%
5	同意	116	 4.7%
6	非常同意	15	 0.6%
Sysmiss		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.

File : E10380

q43: 43.我覺得我的工作是有意義的

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2484 /-] [Invalid=8 /-]

Value	Label	Cases	Percentage
1	非常不同意	26	<div><div></div></div> 1.0%
2	不同意	84	<div><div></div></div> 3.4%
3	有點不同意	265	<div><div></div></div> 10.7%
4	有點同意	910	<div><div></div></div> 36.6%
5	同意	955	<div><div></div></div> 38.4%
6	非常同意	244	<div><div></div></div> 9.8%
Sysmiss		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.

q44: 44.我願意多付出、多努力,以協助本部門達到預期目標

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2489 /-] [Invalid=3 /-]

Value	Label	Cases	Percentage
1	非常不同意	20	<div><div></div></div> 0.8%
2	不同意	46	<div><div></div></div> 1.8%
3	有點不同意	167	<div><div></div></div> 6.7%
4	有點同意	871	<div><div></div></div> 35.0%
5	同意	1072	<div><div></div></div> 43.1%
6	非常同意	313	<div><div></div></div> 12.6%
Sysmiss		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.

q45: 45.我會對工作上細微瑣碎的事情感到抱怨

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2481 /-] [Invalid=11 /-]

Value	Label	Cases	Percentage
1	非常不同意	111	<div><div></div></div> 4.5%
2	不同意	403	<div><div></div></div> 16.2%
3	有點不同意	509	<div><div></div></div> 20.5%
4	有點同意	1016	<div><div></div></div> 41.0%
5	同意	369	<div><div></div></div> 14.9%
6	非常同意	73	<div><div></div></div> 2.9%
Sysmiss		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.

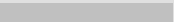
q46: 46.我願意幫忙本部門裡的新同仁,儘快適應環境並傳授經驗、解決問題

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2488 /-] [Invalid=4 /-]

Value	Label	Cases	Percentage
1	非常不同意	11	<div><div></div></div> 0.4%
2	不同意	25	<div><div></div></div> 1.0%
3	有點不同意	78	<div><div></div></div> 3.1%

File : E10380

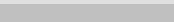
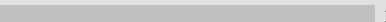
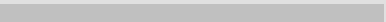
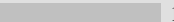


q46: 46.我願意幫忙本部門裡的新同仁,儘快適應環境並傳授經驗、解決問題

Value	Label	Cases	Percentage
4	有點同意	580	 23.3%
5	同意	1289	 51.8%
6	非常同意	505	 20.3%
Sysmiss		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.

q47: 47.決定繼續留在本部門服務,顯然是錯誤的事

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2486 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	370	 14.9%
2	不同意	788	 31.7%
3	有點不同意	807	 32.5%
4	有點同意	338	 13.6%
5	同意	138	 5.6%
6	非常同意	45	 1.8%
Sysmiss		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.

# q48: 48.我對本部門未來的發展,不抱有高度的期望			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2484 /-] [Invalid=8 /-]		
Value	Label	Cases	Percentage
1	非常不同意	262	<div><div></div></div> 10.5%
2	不同意	624	<div><div></div></div> 25.1%
3	有點不同意	667	<div><div></div></div> 26.9%
4	有點同意	620	<div><div></div></div> 25.0%
5	同意	241	<div><div></div></div> 9.7%
6	非常同意	70	<div><div></div></div> 2.8%
Sysmiss		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.			
# q49: 49.上司對我過去表現的績效評估和我應得的評估相同			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2483 /-] [Invalid=9 /-]		
Value	Label	Cases	Percentage
1	非常不同意	52	<div><div></div></div> 2.1%
2	不同意	163	<div><div></div></div> 6.6%
3	有點不同意	464	<div><div></div></div> 18.7%
4	有點同意	927	<div><div></div></div> 37.3%
5	同意	752	<div><div></div></div> 30.3%
6	非常同意	125	<div><div></div></div> 5.0%
Sysmiss		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.			
# q50: 50.我對於部門內的升遷機會感到滿意			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2476 /-] [Invalid=16 /-]		
Value	Label	Cases	Percentage
1	非常不同意	136	<div><div></div></div> 5.5%
2	不同意	289	<div><div></div></div> 11.7%
3	有點不同意	653	<div><div></div></div> 26.4%
4	有點同意	739	<div><div></div></div> 29.8%
5	同意	548	<div><div></div></div> 22.1%
6	非常同意	111	<div><div></div></div> 4.5%
Sysmiss		16	
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.			
# q51: 51.對那些忙不過來的同事,我願意主動幫忙			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2488 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage
1	非常不同意	11	<div><div></div></div> 0.4%
2	不同意	26	<div><div></div></div> 1.0%
3	有點不同意	106	<div><div></div></div> 4.3%
4	有點同意	788	<div><div></div></div> 31.7%

# q51: 51.對那些忙不過來的同事,我願意主動幫忙			
Value	Label	Cases	Percentage
5	同意	1190	<div><div></div></div> 47.8%
6	非常同意	367	<div><div></div></div> 14.8%
Sysmiss		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.			
# q52: 52.我會依主管分派給我的工作項目,盡力達成任務			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2491 /-] [Invalid=1 /-]		
Value	Label	Cases	Percentage
1	非常不同意	8	<div><div></div></div> 0.3%
2	不同意	20	<div><div></div></div> 0.8%
3	有點不同意	72	<div><div></div></div> 2.9%
4	有點同意	594	<div><div></div></div> 23.8%
5	同意	1309	<div><div></div></div> 52.5%
6	非常同意	488	<div><div></div></div> 19.6%
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.			
# q53: 53.我經常會將本部門的利益,視為自己的利益而全力以赴			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2489 /-] [Invalid=3 /-]		
Value	Label	Cases	Percentage
1	非常不同意	18	<div><div></div></div> 0.7%
2	不同意	44	<div><div></div></div> 1.8%
3	有點不同意	177	<div><div></div></div> 7.1%
4	有點同意	838	<div><div></div></div> 33.7%
5	同意	1094	<div><div></div></div> 44.0%
6	非常同意	318	<div><div></div></div> 12.8%
Sysmiss		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.			
# q54: 54.即使面對我討厭的人,我還是彬彬有禮			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2489 /-] [Invalid=3 /-]		
Value	Label	Cases	Percentage
1	非常不同意	25	<div><div></div></div> 1.0%
2	不同意	87	<div><div></div></div> 3.5%
3	有點不同意	300	<div><div></div></div> 12.1%
4	有點同意	873	<div><div></div></div> 35.1%
5	同意	954	<div><div></div></div> 38.3%
6	非常同意	250	<div><div></div></div> 10.0%
Sysmiss		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.			
# q55: 55.做錯事時,我會很快地承認			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2489 /-] [Invalid=3 /-]		

q55: 55.做錯事時,我會很快地承認

Value	Label	Cases	Percentage
1	非常不同意	7	0.3%
2	不同意	21	0.8%
3	有點不同意	124	5.0%
4	有點同意	843	33.9%
5	同意	1196	48.1%
6	非常同意	298	12.0%
Sysmiss		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.

q56: 56.我常對我的朋友說,我所服務的部門是值得效勞的

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2483 /-] [Invalid=9 /-]

Value	Label	Cases	Percentage
1	非常不同意	68	2.7%
2	不同意	136	5.5%
3	有點不同意	480	19.3%
4	有點同意	877	35.3%
5	同意	722	29.1%
6	非常同意	200	8.1%
Sysmiss		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.

q57: 57.繼續留在本部門工作,不會有有什麼好前途

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2482 /-] [Invalid=10 /-]

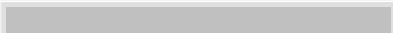
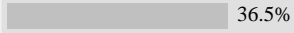


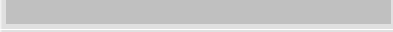


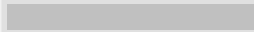
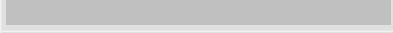
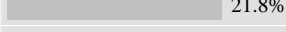


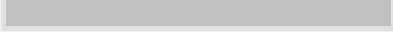
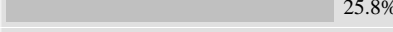
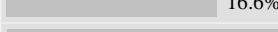
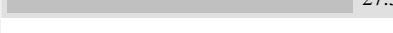
Value	Label	Cases	Percentage
1	非常不同意	252	10.2%
2	不同意	603	24.3%
3	有點不同意	745	30.0%
4	有點同意	567	22.8%
5	同意	231	9.3%
6	非常同意	84	3.4%
Sysmiss		10	

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.

q58: 58.我得到的薪資和同行業的公司或機構相比,相差不多

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=2480 /-] [Invalid=12 /-]

Value	Label	Cases	Percentage
1	非常不同意	112	4.5%
2	不同意	239	9.6%
3	有點不同意	634	25.6%
4	有點同意	873	35.2%
5	同意	537	21.7%
6	非常同意	85	3.4%
Sysmiss		12	

# q58: 58.我得到的薪資和同行業的公司或機構相比,相差不多			
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: 1.性別			
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=2446 /-] [Invalid=46 /-]		
Value	Label	Cases	Percentage
1	女生	1553	 63.5%
2	男生	893	 36.5%
Sysmiss		46	
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: 2.教育程度			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=2475 /-] [Invalid=17 /-]		
Value	Label	Cases	Percentage
1	國中(含以下)	8	 0.3%
2	高中職	222	 9.0%
3	大專(大學)或專科	1849	 74.7%
4	研究所	396	 16.0%
Sysmiss		17	
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: 3.年齡			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=2483 /-] [Invalid=9 /-]		
Value	Label	Cases	Percentage
1	20歲(含以下)	27	 1.1%
2	21-30歲	633	 25.5%
3	31-40歲	967	 38.9%
4	41-50歲	541	 21.8%
5	51-60歲	282	 11.4%
6	61歲以上	33	 1.3%
Sysmiss		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.			
# b4: 4.在本公司/單位年資			
Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=2471 /-] [Invalid=21 /-]		
Value	Label	Cases	Percentage
1	1-2.9年	749	 30.3%
2	3-5.9年	638	 25.8%
3	6-10.9年	410	 16.6%
4	11年以上	674	 27.3%
Sysmiss		21	
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: 5.公司產業			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		

b5: 5.公司產業

Statistics [NW/ W] [Valid=2214 /-] [Invalid=278 /-]

Value	Label	Cases	Percentage
1	金融服務	333	<div></div> 15.0%
2	資訊服務	199	<div></div> 9.0%
3	電子產業	134	<div></div> 6.1%
4	工程相關	65	<div></div> 2.9%
5	其他	476	<div></div> 21.5%
6	公部門	1007	<div></div> 45.5%
Sysmiss		278	

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.