

台灣 (Taiwan, ROC)

張曉平

大學生校外實習工作適應與工作態度的影響因素與其結果之研究-以實習激勵制度為調節變項

**Study Documentation**

April 17, 2020

# Metadata Production

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Identification	E10612

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# 大學生校外實習工作適應與工作態度的影響因素與其結果之研究-以實習激勵制度為調節變項

## *A Study on the Affecting Factors and Results of Job Adaptation and Working Attitude to College Students Off-Campus Internships: The Moderator Role of Internship Motivation Systems*

Overview	
Identification	E10612
Version	Production Date: 2023-08-01 1
<b>Abstract</b> <p>隨著服務業的快速發展，服務專業人才的需求急速的增加，為因應大量的人才需求，國內觀光餐飲類別之科系便廣為設立，且校外實習已成為台灣大專校院餐旅科系在課程規劃時最重要的一環。然而在完成實習後，同學投入觀光產業的情況未如預期。本研究目的主要針對實習生藉由結構方程模型對單位主管領導風格、組織氣候、工作適應、工作態度、留任意願與實習激勵制度之間的關係進行探討。</p> <p>本研究採便利抽樣方式進行問卷調查，以國際觀光旅館實習半年以上至一年的實習生為研究對象，於2018年5月1日至2018年6月30日收集資料，共收集327份有效問卷。</p> <p>研究結果發現，單位主管領導風格和組織氣候會顯著影響工作適應和工作態度，也會顯著影響留任意願。單位主管領導風格和組織氣候可藉由工作適應和工作態度增加留任意願。此外，實習激勵制度也會增加工作態度對留任意願的影響效果。據此，提供旅館業管理階層為留任優秀人才研擬出適當之實習激勵制度措施之參考並為餐旅產業策略人力資源管理的實務措施帶來助益。</p>	
Kind of Data	抽查
Unit of Analysis	個人

Scope & Coverage	
Time Period(s)	2018
Countries	台灣 (Taiwan, ROC)
<b>Geographic Coverage</b> 台灣地區	
<b>Universe</b> 國際觀光旅館實習半年以上至一年的實習生	

Producers & Sponsors	
Primary Investigator(s)	張曉平
Other Producer(s)	中山醫學大學健康餐飲暨產業管理系
Funding Agency/ies	科技部

Data Collection	
Data Collection Dates	start 2018-05-01 end 2018-06-30
Time Period(s)	start 2017-08-01

	end 2019-07-31
<b>Data Collection Mode</b>	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，僅進行可識別個人身份資料檢查，且依計畫原提供之檔案內容釋出，未對變項名稱、變項及選項數值說明與問卷是否一致或有定義進行核對或修改。

### Accessibility

<b>Contact(s)</b>	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), <a href="https://srda.sinica.edu.tw">https://srda.sinica.edu.tw</a> , <a href="mailto:srda@gate.sinica.edu.tw">srda@gate.sinica.edu.tw</a>
<b>Distributor(s)</b>	學術調查研究資料庫(Survey Research Data Archive)
<b>Depositor(s)</b>	中山醫學大學健康餐飲暨產業管理系

#### Access Conditions

標準版(一般會員、院內會員直接下載)

# Files Description

Dataset contains 1 file(s)

data	
# Cases	338
# Variable(s)	83

# Variables Group(s)

Dataset contains 4 group(s)

Group 單位主管領導風格和組織氣候							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	la1	部門或單位主管讓我熱衷於指派的工作	discrete	numeric-4.0	337	1	-
2	lb1	部門或單位主管注重同仁個別的關懷與照顧	discrete	numeric-4.0	338	0	-
3	lc1	部門或單位主管的意見會讓我重新思考之前我自己覺得不會有問題的構想	discrete	numeric-4.0	336	2	-
4	le1	只要是用符合標準作業流程S.O.P.的方法工作，部門或單位主管就會滿意	discrete	numeric-4.0	337	1	-
5	lf1	對於我一定要完成的事情，部門或單位主管不會多加詢問	discrete	numeric-4.0	337	1	-
6	la2	我充分信任部門或單位主管	discrete	numeric-4.0	337	1	-
7	ld2	部門或單位主管會以給我所想要的，用來交換我對他的支持	discrete	numeric-4.0	337	1	-
8	lb2	部門或單位主管會察覺到我想要的東西和儘量協助我得到	discrete	numeric-4.0	335	3	-
9	le2	部門或單位主管對於我用符合標準作業流程S.O.P.的方法工作沒有太多意	discrete	numeric-4.0	338	0	-
10	lc2	部門或單位主管讓我思考用新方法解決舊問題	discrete	numeric-4.0	335	3	-
11	lf2	如果我用部門或部門單位主管一開始就不鼓勵的方法工作，他也不會有太	discrete	numeric-4.0	338	0	-
12	la3	部門或單位主管對我而言是很好的典範有助於鼓舞我們	discrete	numeric-4.0	338	0	-
13	lb3	只要我做好我的工作，部門或單位主管會對我的付出表達感謝之意	discrete	numeric-4.0	338	0	-
14	ld3	我可以事先與部門或單位主管商量，只要我能把事情做好就可以給我所想	discrete	numeric-4.0	337	1	-
15	ld1	當與其它飯店比較時，我認為本飯店非常重視員工的訓練在職訓練與發展	discrete	numeric-4.0	337	1	-
16	la4	部門或單位主管會激勵我對組織忠誠和增加我對未來抱持樂觀的看法	discrete	numeric-4.0	337	1	-
17	la5	能與部門或單位主管共事讓我感到十分驕傲	discrete	numeric-4.0	338	0	-
18	lb4	部門或單位主管會花時間照顧我們每一位員工	discrete	numeric-4.0	338	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
19	ld4	部門或單位主管對於工作做得好的飯店同仁不會給予表揚和升職(反)	discrete	numeric-4.0	337	1	-
20	la6	部門或單位主管會激勵我們去完成目標	discrete	numeric-4.0	338	0	-
21	lb5	部門或單位主管讓我覺得就算他不在旁邊，我們也可以達到目標	discrete	numeric-4.0	338	0	-
22	ld5	部門或單位主管不會引導我要如何努力才能得到我想要的東西(反)	discrete	numeric-4.0	331	7	-
23	le3	只要工作進行順利，部門或單位主管就不會想要改變任何事情	discrete	numeric-4.0	332	6	-
24	lc3	部門或單位主管會提供我用新方法去觀察之前一直困擾我的問題	discrete	numeric-4.0	331	7	-
25	lf3	部門或單位主管只會告訴我什麼是我工作上需要知道的事情	discrete	numeric-4.0	332	6	-
26	oc1	下班後同事間常會有聚餐與互動	discrete	numeric-4.0	332	6	-
27	oc2	本飯店的工作氣氛是輕鬆自在的	discrete	numeric-4.0	333	5	-
28	oc3	在工作上，同事之間會互相幫忙	discrete	numeric-4.0	332	6	-
29	oc4	在飯店中，我有能夠互相關懷的好朋友	discrete	numeric-4.0	332	6	-
30	oc5	在本飯店要出人頭地，與主管和同事間關係良好與否會比工作能力還重要	discrete	numeric-4.0	331	7	-
31	oc6	本飯店同事皆願意為工作全力以赴	discrete	numeric-4.0	332	6	-
32	oc7	我感覺同事們對本飯店具備高度忠誠	discrete	numeric-4.0	332	6	-
33	oc8	同事間為了公事，存在良性的爭辦與批判風氣	discrete	numeric-4.0	332	6	-
34	oc9	本飯店內存在正向積極的驅動力，使同事們努力求取工作表現	discrete	numeric-4.0	331	7	-
35	oc10	本飯店存在學習與進修的風氣	discrete	numeric-4.0	332	6	-
36	oc11	在本飯店內誰要是做錯了事，總是盡可能找藉口推託	discrete	numeric-4.0	332	6	-
37	oc12	在工作上，幾乎每一件事都得經過上級批准	discrete	numeric-4.0	332	6	-
38	oc13	本飯店的政策和規定，都經過明確的解釋	discrete	numeric-4.0	332	6	-
39	oc14	在工作上，同仁非常清楚誰有權做決定	discrete	numeric-4.0	332	6	-
40	oc15	本飯店對於工作要求的標準相當高	discrete	numeric-4.0	332	6	-



Group 工作適應和工作態度							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	ad1	我能確實遵守實習單位的規定	discrete	numeric-4.0	333	5	-
2	ad2	我能清楚自己職務的工作內容與責任	discrete	numeric-4.0	333	5	-
3	ad3	我能清楚自己職務應有的適當行為表現	discrete	numeric-4.0	333	5	-
4	ad4	我能注意傾聽主管或同事的指導或糾正	discrete	numeric-4.0	331	7	-
5	ad5	我能夠積極主動	discrete	numeric-4.0	333	5	-
6	ad6	我能夠負責盡職該工作	discrete	numeric-4.0	332	6	-
7	ad7	我與同事之間的互動良好	discrete	numeric-4.0	333	5	-
8	ad8	我能夠適應實習單位的工作環境	discrete	numeric-4.0	332	6	-
9	ad9	我有良好的工作態度與習慣	discrete	numeric-4.0	333	5	-
10	ad10	我對實習的工作內容與經驗感到滿意	discrete	numeric-4.0	333	5	-
11	ad11	我對實習單位的工作環境感到滿意	discrete	numeric-4.0	334	4	-
12	ad12	我對飯店的員工訓練感到滿意	discrete	numeric-4.0	334	4	-
13	ad13	我對飯店的人事規章與實習生的薪資福利感到滿意	discrete	numeric-4.0	333	5	-
14	ad14	我對飯店的公司形象感到滿意	discrete	numeric-4.0	333	5	-
15	wa1	我接受主管指派的任何工作項目，為了能繼續留任	discrete	numeric-4.0	334	4	-
16	wa2	將飯店利益視為個人利益，工作全力以赴	discrete	numeric-4.0	334	4	-
17	wa3	我對飯店有高度忠誠，因為這份工作讓我很驕傲	discrete	numeric-4.0	333	5	-
18	wa4	這份工作能讓我全力發揮自我的能力	discrete	numeric-4.0	334	4	-
19	wa5	當初能選擇這份實習工作讓我感到非常正確	discrete	numeric-4.0	334	4	-
20	wa6	我很樂意額外付出努力，完成工作目標及績效	discrete	numeric-4.0	333	5	-
21	wa7	工作上能達成為他人服務	discrete	numeric-4.0	332	6	-
22	wa8	工作上能發揮自己的能力	discrete	numeric-4.0	333	5	-
23	wa9	工作上能夠以自己的方式解決事情	discrete	numeric-4.0	333	5	-
24	wa10	能從工作之中獲得很大的成就感	discrete	numeric-4.0	334	4	-
25	wa11	主管對待員工的相處模式感到滿意	discrete	numeric-4.0	334	4	-
26	wa12	主管制訂決策的能力我認同	discrete	numeric-4.0	334	4	-

Group 實習激勵制度							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	ms1	我能從工作中獲得參與感與成就感	discrete	numeric-4.0	333	5	-
2	ms2	我能從目前工作中發揮個人才能	discrete	numeric-4.0	333	5	-
3	ms3	我能從目前工作中實現理想及抱負	discrete	numeric-4.0	334	4	-
4	ms4	我能從目前工作中獲得訓練與進修的機會	discrete	numeric-4.0	333	5	-
5	ms5	我的主管會尊重和信任員工	discrete	numeric-4.0	334	4	-
6	ms6	我覺得飯店的實習福利制度好	discrete	numeric-4.0	333	5	-
7	ms7	我覺得飯店工作環境好	discrete	numeric-4.0	333	5	-
8	ms8	飯店提供實習生不同部門工作輪調機會	discrete	numeric-4.0	332	6	-
9	ms9	飯店提供實習生回聘制度或菁英培訓計畫	discrete	numeric-4.0	334	4	-
10	ms10	飯店提供適當的獎懲制度	discrete	numeric-4.0	334	4	-
11	ms11	飯店提供合理的實習薪資待遇	discrete	numeric-4.0	334	4	-

Group 留任意願							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	ri1	這家飯店關心我們員工對自己的工作滿意度	discrete	numeric-4.0	333	5	-
2	ri2	這家飯店從未使我感到失望	discrete	numeric-4.0	332	6	-
3	ri3	我喜歡這家飯店的工作	discrete	numeric-4.0	333	5	-
4	ri4	我對這家飯店很滿意	discrete	numeric-4.0	332	6	-
5	ri5	我打算短時間內會離開這家飯店(反)	discrete	numeric-4.0	332	6	-
6	ri6	目前我正在尋找其它飯店的工作(反)	discrete	numeric-4.0	333	5	-

# Variables Description

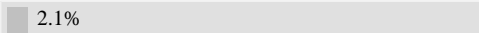
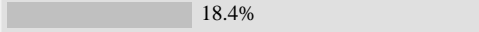
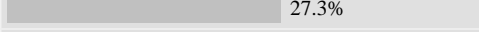

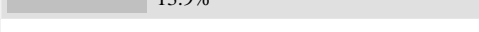
**Dataset contains 83 variable(s)**

<b>File : data</b>			
# <b>la1:</b> 部門或單位主管讓我熱衷於指派的工作			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=337 /-] [Invalid=1 /-]		
Value	Label	Cases	Percentage
1	非常不同意	12	<div><div></div></div> 3.6%
2	不同意	42	<div><div></div></div> 12.5%
3	普通	93	<div><div></div></div> 27.6%
4	同意	143	<div><div></div></div> 42.4%
5	非常同意	47	<div><div></div></div> 13.9%
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.			
# <b>lb1:</b> 部門或單位主管注重同仁個別的關懷與照顧			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=338 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	10	<div><div></div></div> 3.0%
2	不同意	24	<div><div></div></div> 7.1%
3	普通	80	<div><div></div></div> 23.7%
4	同意	153	<div><div></div></div> 45.3%
5	非常同意	71	<div><div></div></div> 21.0%
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.			
# <b>lc1:</b> 部門或單位主管的意見會讓我重新思考之前我自己覺得不會有問題的構想			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=336 /-] [Invalid=2 /-]		
Value	Label	Cases	Percentage
1	非常不同意	7	<div><div></div></div> 2.1%
2	不同意	32	<div><div></div></div> 9.5%
3	普通	74	<div><div></div></div> 22.0%
4	同意	165	<div><div></div></div> 49.1%
5	非常同意	58	<div><div></div></div> 17.3%
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.			
# <b>le1:</b> 只要是用符合標準作業流程 <b>S.O.P.</b> 的方法工作，部門或單位主管就會滿意			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
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Value	Label	Cases	Percentage
1	非常不同意	8	<div><div></div></div> 2.4%
2	不同意	19	<div><div></div></div> 5.6%
3	普通	99	<div><div></div></div> 29.4%
4	同意	167	<div><div></div></div> 49.6%
5	非常同意	44	<div><div></div></div> 13.1%
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.			

## File : data

# **lf1:** 對於我一定要完成的事情，部門或單位主管不會多加詢問

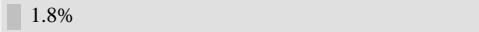
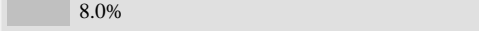
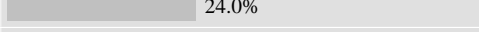
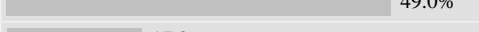
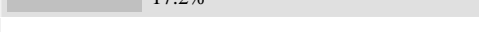
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=337 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常不同意	7	 2.1%
2	不同意	62	 18.4%
3	普通	92	 27.3%
4	同意	129	 38.3%
5	非常同意	47	 13.9%
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.*

# **la2:** 我充分信任部門或單位主管

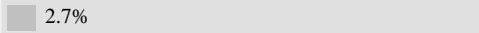
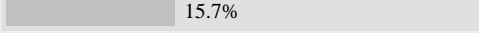
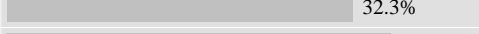
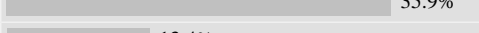

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=337 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	 1.8%
2	不同意	27	 8.0%
3	普通	81	 24.0%
4	同意	165	 49.0%
5	非常同意	58	 17.2%
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.*

# **ld2:** 部門或單位主管會以給我所想要的，用來交換我對他的支持

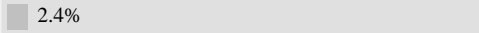
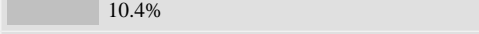
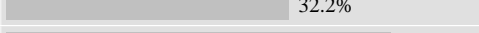

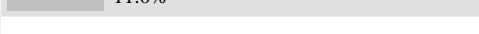
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=337 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	非常不同意	9	 2.7%
2	不同意	53	 15.7%
3	普通	109	 32.3%
4	同意	121	 35.9%
5	非常同意	45	 13.4%
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.*

# **lb2:** 部門或單位主管會察覺到我想要的東西和儘量協助我得到

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=335 /-] [Invalid=3 /-]

Value	Label	Cases	Percentage
1	非常不同意	8	 2.4%
2	不同意	35	 10.4%
3	普通	108	 32.2%
4	同意	147	 43.9%
5	非常同意	37	 11.0%
Sysmiss		3	

<b>File : data</b>			
# <b>1b2:</b> 部門或單位主管會察覺到我想要的東西和儘量協助我得到			
<i>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.</i>			
# <b>1e2:</b> 部門或單位主管對於我用符合標準作業流程 <b>S.O.P.</b> 的方法工作沒有太多意			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=338 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	6	<div><div></div></div> 1.8%
2	不同意	22	<div><div></div></div> 6.5%
3	普通	93	<div><div></div></div> 27.5%
4	同意	151	<div><div></div></div> 44.7%
5	非常同意	66	<div><div></div></div> 19.5%
<i>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.</i>			
# <b>1c2:</b> 部門或單位主管讓我思考用新方法解決舊問題			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=335 /-] [Invalid=3 /-]		
Value	Label	Cases	Percentage
1	非常不同意	9	<div><div></div></div> 2.7%
2	不同意	54	<div><div></div></div> 16.1%
3	普通	87	<div><div></div></div> 26.0%
4	同意	134	<div><div></div></div> 40.0%
5	非常同意	51	<div><div></div></div> 15.2%
Sysmiss		3	
<i>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.</i>			
# <b>1f2:</b> 如果我用部門或部門單位主管一開始就不鼓勵的方法工作， 他也不會有太			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=338 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	22	<div><div></div></div> 6.5%
2	不同意	106	<div><div></div></div> 31.4%
3	普通	89	<div><div></div></div> 26.3%
4	同意	95	<div><div></div></div> 28.1%
5	非常同意	26	<div><div></div></div> 7.7%
<i>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.</i>			
# <b>1a3:</b> 部門或單位主管對我而言是很好的典範有助於鼓舞我們			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=338 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	9	<div><div></div></div> 2.7%
2	不同意	43	<div><div></div></div> 12.7%
3	普通	87	<div><div></div></div> 25.7%
4	同意	143	<div><div></div></div> 42.3%
5	非常同意	56	<div><div></div></div> 16.6%
<i>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.</i>			

<b>File : data</b>			
# lb3: 只要我做好我的工作， 部門或單位主管會對我的付出表達感謝之意			
Information	[Type= discrete] [Format=numeric] [Range= 1-33] [Missing=*]		
Statistics [NW/ W]	[Valid=338 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	7	<div><div></div>2.1%</div>
2	不同意	30	<div><div></div>8.9%</div>
3	普通	97	<div><div></div>28.7%</div>
4	同意	148	<div><div></div>43.8%</div>
5	非常同意	55	<div><div></div>16.3%</div>
33		1	<div><div></div>0.3%</div>
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.			
# ld3: 我可以事先與部門或單位主管商量， 只要我能把事情做好就可以給我所想			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=337 /-] [Invalid=1 /-]		
Value	Label	Cases	Percentage
1	非常不同意	8	<div><div></div>2.4%</div>
2	不同意	57	<div><div></div>16.9%</div>
3	普通	106	<div><div></div>31.5%</div>
4	同意	125	<div><div></div>37.1%</div>
5	非常同意	41	<div><div></div>12.2%</div>
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.			
# ld1: 當與其它飯店比較時， 我認為本飯店非常重視員工的訓練在職訓練與發展			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=337 /-] [Invalid=1 /-]		
Value	Label	Cases	Percentage
1	非常不同意	9	<div><div></div>2.7%</div>
2	不同意	40	<div><div></div>11.9%</div>
3	普通	113	<div><div></div>33.5%</div>
4	同意	118	<div><div></div>35.0%</div>
5	非常同意	57	<div><div></div>16.9%</div>
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.			
# la4: 部門或單位主管會激勵我對組織忠誠和增加我對未來抱持樂觀的看法			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=337 /-] [Invalid=1 /-]		
Value	Label	Cases	Percentage
1	非常不同意	6	<div><div></div>1.8%</div>
2	不同意	38	<div><div></div>11.3%</div>
3	普通	107	<div><div></div>31.8%</div>
4	同意	141	<div><div></div>41.8%</div>
5	非常同意	45	<div><div></div>13.4%</div>
Sysmiss		1	

<b>File : data</b>			
# <b>1a4:</b> 部門或單位主管會激勵我對組織忠誠和增加我對未來抱持樂觀的看法			
<i>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.</i>			
# <b>1a5:</b> 能與部門或單位主管共事讓我感到十分驕傲			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=338 /-] [Invalid=0 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	非常不同意	11	<div><div></div>3.3%</div>
2	不同意	51	<div><div></div>15.1%</div>
3	普通	105	<div><div></div>31.1%</div>
4	同意	118	<div><div></div>34.9%</div>
5	非常同意	53	<div><div></div>15.7%</div>
<i>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.</i>			
# <b>1b4:</b> 部門或單位主管會花時間照顧我們每一位員工			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=338 /-] [Invalid=0 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	非常不同意	14	<div><div></div>4.1%</div>
2	不同意	62	<div><div></div>18.3%</div>
3	普通	104	<div><div></div>30.8%</div>
4	同意	118	<div><div></div>34.9%</div>
5	非常同意	40	<div><div></div>11.8%</div>
<i>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.</i>			
# <b>1d4:</b> 部門或單位主管對於工作做得好的飯店同仁不會給予表揚和升職(反)			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=337 /-] [Invalid=1 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	非常不同意	25	<div><div></div>7.4%</div>
2	不同意	119	<div><div></div>35.3%</div>
3	普通	97	<div><div></div>28.8%</div>
4	同意	73	<div><div></div>21.7%</div>
5	非常同意	23	<div><div></div>6.8%</div>
Sysmiss		1	
<i>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.</i>			
# <b>1a6:</b> 部門或單位主管會激勵我們去完成目標			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=338 /-] [Invalid=0 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	非常不同意	7	<div><div></div>2.1%</div>
2	不同意	22	<div><div></div>6.5%</div>
3	普通	98	<div><div></div>29.0%</div>
4	同意	164	<div><div></div>48.5%</div>
5	非常同意	47	<div><div></div>13.9%</div>
<i>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.</i>			



<b>File : data</b>			
# <b>lb5:</b> 部門或單位主管讓我覺得就算他不在旁邊，我們也可以達到目標			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=338 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	3	<div><div></div></div> 0.9%
2	不同意	15	<div><div></div></div> 4.4%
3	普通	71	<div><div></div></div> 21.0%
4	同意	194	<div><div></div></div> 57.4%
5	非常同意	55	<div><div></div></div> 16.3%
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.			
# <b>ld5:</b> 部門或單位主管不會引導我要如何努力才能得到我想要的東西(反)			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=331 /-] [Invalid=7 /-]		
Value	Label	Cases	Percentage
1	非常不同意	30	<div><div></div></div> 9.1%
2	不同意	92	<div><div></div></div> 27.8%
3	普通	101	<div><div></div></div> 30.5%
4	同意	95	<div><div></div></div> 28.7%
5	非常同意	13	<div><div></div></div> 3.9%
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.			
# <b>le3:</b> 只要工作進行順利，部門或單位主管就不會想要改變任何事情			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage
1	非常不同意	10	<div><div></div></div> 3.0%
2	不同意	79	<div><div></div></div> 23.8%
3	普通	88	<div><div></div></div> 26.5%
4	同意	108	<div><div></div></div> 32.5%
5	非常同意	47	<div><div></div></div> 14.2%
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.			
# <b>lc3:</b> 部門或單位主管會提供我用新方法去觀察之前一直困擾我的問題			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=331 /-] [Invalid=7 /-]		
Value	Label	Cases	Percentage
1	非常不同意	12	<div><div></div></div> 3.6%
2	不同意	56	<div><div></div></div> 16.9%
3	普通	99	<div><div></div></div> 29.9%
4	同意	131	<div><div></div></div> 39.6%
5	非常同意	33	<div><div></div></div> 10.0%
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.			

## File : data

# **lf3:** 部門或單位主管只會告訴我什麼是我工作上需要知道的事情

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=332 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	0.9%
2	不同意	74	22.3%
3	普通	98	29.5%
4	同意	114	34.3%
5	非常同意	43	13.0%
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.

# **oc1:** 下班後同事間常會有聚餐與互動

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=332 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	1.8%
2	不同意	25	7.5%
3	普通	102	30.7%
4	同意	141	42.5%
5	非常同意	58	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.

# **oc2:** 本飯店的工作氣氛是輕鬆自在的

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=333 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	非常不同意	8	2.4%
2	不同意	24	7.2%
3	普通	82	24.6%
4	同意	166	49.8%
5	非常同意	53	15.9%
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.

# **oc3:** 在工作上，同事之間會互相幫忙

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=332 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.3%
2	不同意	10	3.0%
3	普通	54	16.3%
4	同意	171	51.5%
5	非常同意	96	28.9%
Sysmiss		6	

<b>File : data</b>			
# oc3: 在工作上，同事之間會互相幫忙			
<i>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.</i>			
# oc4: 在飯店中，我有能夠互相關懷的好朋友			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage
1	非常不同意	2	0.6%
2	不同意	8	2.4%
3	普通	46	13.9%
4	同意	178	53.6%
5	非常同意	98	29.5%
Sysmiss		6	
<i>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.</i>			
# oc5: 在本飯店要出人頭地，與主管和同事間關係良好與否會比工作能力還重要			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=331 /-] [Invalid=7 /-]		
Value	Label	Cases	Percentage
1	非常不同意	11	3.3%
2	不同意	37	11.2%
3	普通	97	29.3%
4	同意	133	40.2%
5	非常同意	53	16.0%
Sysmiss		7	
<i>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.</i>			
# oc6: 本飯店同事皆願意為工作全力以赴			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage
1	非常不同意	9	2.7%
2	不同意	31	9.3%
3	普通	95	28.6%
4	同意	163	49.1%
5	非常同意	34	10.2%
Sysmiss		6	
<i>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.</i>			
# oc7: 我感覺同事們對本飯店具備高度忠誠			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage
1	非常不同意	7	2.1%
2	不同意	44	13.3%
3	普通	123	37.0%
4	同意	125	37.7%

<b>File : data</b>			
# oc7: 我感覺同事們對本飯店具備高度忠誠			
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
5	非常同意	33	<div><div></div></div> 9.9%
Sysmiss		6	
<i>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.</i>			
# oc8: 同事間為了公事，存在良性的爭辦與批判風氣			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=332 /-] [Invalid=6 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	非常不同意	15	<div><div></div></div> 4.5%
2	不同意	39	<div><div></div></div> 11.7%
3	普通	102	<div><div></div></div> 30.7%
4	同意	141	<div><div></div></div> 42.5%
5	非常同意	35	<div><div></div></div> 10.5%
Sysmiss		6	
<i>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.</i>			
# oc9: 本飯店內存在正向積極的驅動力，使同事們努力求取工作表現			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=331 /-] [Invalid=7 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	非常不同意	2	<div><div></div></div> 0.6%
2	不同意	30	<div><div></div></div> 9.1%
3	普通	102	<div><div></div></div> 30.8%
4	同意	155	<div><div></div></div> 46.8%
5	非常同意	42	<div><div></div></div> 12.7%
Sysmiss		7	
<i>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.</i>			
# oc10: 本飯店存在學習與進修的風氣			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=332 /-] [Invalid=6 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	非常不同意	8	<div><div></div></div> 2.4%
2	不同意	38	<div><div></div></div> 11.4%
3	普通	107	<div><div></div></div> 32.2%
4	同意	141	<div><div></div></div> 42.5%
5	非常同意	38	<div><div></div></div> 11.4%
Sysmiss		6	
<i>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.</i>			
# oc11: 在本飯店內誰要是做錯了事，總是盡可能找藉口推託			
<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
<b>Statistics [NW/ W]</b>	[Valid=332 /-] [Invalid=6 /-]		
<b>Value</b>	<b>Label</b>	<b>Cases</b>	<b>Percentage</b>
1	非常不同意	29	<div><div></div></div> 8.7%

## File : data


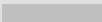
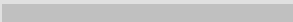
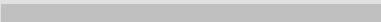
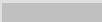
# **oc11:** 在本飯店內誰要是做錯了事，總是盡可能找藉口推託

Value	Label	Cases	Percentage
2	不同意	111	 33.4%
3	普通	83	 25.0%
4	同意	84	 25.3%
5	非常同意	25	 7.5%
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.

# **oc12:** 在工作上，幾乎每一件事都得經過上級批准


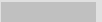
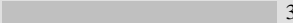


Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	 1.5%
2	不同意	39	 11.7%
3	普通	108	 32.5%
4	同意	138	 41.6%
5	非常同意	42	 12.7%
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.

# **oc13:** 本飯店的政策和規定，都經過明確的解釋



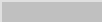
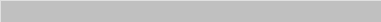
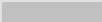
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	 0.9%
2	不同意	36	 10.8%
3	普通	105	 31.6%
4	同意	147	 44.3%
5	非常同意	41	 12.3%
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.

# **oc14:** 在工作上，同仁非常清楚誰有權做決定

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	 0.6%
2	不同意	11	 3.3%
3	普通	57	 17.2%
4	同意	183	 55.1%
5	非常同意	79	 23.8%
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.

# **oc15:** 本飯店對於工作要求的標準相當高

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

## File : data

# **oc15**: 本飯店對於工作要求的標準相當高

Statistics [NW/ W] [Valid=332 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	10	3.0%
2	不同意	22	6.6%
3	普通	92	27.7%
4	同意	153	46.1%
5	非常同意	55	16.6%
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.

# **ad1**: 我能確實遵守實習單位的規定

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

Statistics [NW/ W] [Valid=333 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	0.9%
3	普通	44	13.2%
4	同意	174	52.3%
5	非常同意	112	33.6%
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.

# **ad2**: 我能清楚自己職務的工作內容與責任

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

Statistics [NW/ W] [Valid=333 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	1.2%
3	普通	35	10.5%
4	同意	205	61.6%
5	非常同意	89	26.7%
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.

# **ad3**: 我能清楚自己職務應有的適當行為表現

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

Statistics [NW/ W] [Valid=333 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	0.6%
3	普通	37	11.1%
4	同意	182	54.7%
5	非常同意	112	33.6%
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.

<b>File : data</b>			
# ad4: 我能注意傾聽主管或同事的指導或糾正			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=331 /-] [Invalid=7 /-]		
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	1.2%
3	普通	42	12.7%
4	同意	196	59.2%
5	非常同意	89	26.9%
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.			
# ad5: 我能夠積極主動			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	1	0.3%
2	不同意	4	1.2%
3	普通	51	15.3%
4	同意	192	57.7%
5	非常同意	85	25.5%
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.			
# ad6: 我能夠負責盡職該工作			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage
1	非常不同意	1	0.3%
2	不同意	3	0.9%
3	普通	26	7.8%
4	同意	198	59.6%
5	非常同意	104	31.3%
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.			
# ad7: 我與同事之間的互動良好			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	1	0.3%
2	不同意	7	2.1%
3	普通	41	12.3%
4	同意	181	54.4%
5	非常同意	103	30.9%
Sysmiss		5	

## File : data

### # ad7: 我與同事之間的互動良好

*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.*

### # ad8: 我能夠適應實習單位的工作環境

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

**Statistics [NW/ W]** [Valid=332 /-] [Invalid=6 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.3%
2	不同意	6	1.8%
3	普通	39	11.7%
4	同意	182	54.8%
5	非常同意	104	31.3%
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.*

### # ad9: 我有良好的工作態度與習慣

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

**Statistics [NW/ W]** [Valid=333 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	0.6%
3	普通	42	12.6%
4	同意	176	52.9%
5	非常同意	113	33.9%
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.*

### # ad10: 我對實習的工作內容與經驗感到滿意

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

**Statistics [NW/ W]** [Valid=333 /-] [Invalid=5 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	1.5%
2	不同意	20	6.0%
3	普通	60	18.0%
4	同意	166	49.8%
5	非常同意	82	24.6%
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.*



# ad11: 我對實習單位的工作環境感到滿意			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 -/] [Invalid=4 -/]		
Value	Label	Cases	Percentage
1	非常不同意	9	<div><div></div></div> 2.7%
2	不同意	15	<div><div></div></div> 4.5%
3	普通	89	<div><div></div></div> 26.6%
4	同意	160	<div><div></div></div> 47.9%
5	非常同意	61	<div><div></div></div> 18.3%
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.			
# ad12: 我對飯店的員工訓練感到滿意			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 -/] [Invalid=4 -/]		
Value	Label	Cases	Percentage
1	非常不同意	7	<div><div></div></div> 2.1%
2	不同意	42	<div><div></div></div> 12.6%
3	普通	104	<div><div></div></div> 31.1%
4	同意	131	<div><div></div></div> 39.2%
5	非常同意	50	<div><div></div></div> 15.0%
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.			
# ad13: 我對飯店的人事規章與實習生的薪資福利感到滿意			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 -/] [Invalid=5 -/]		
Value	Label	Cases	Percentage
1	非常不同意	18	<div><div></div></div> 5.4%
2	不同意	65	<div><div></div></div> 19.5%
3	普通	110	<div><div></div></div> 33.0%
4	同意	101	<div><div></div></div> 30.3%
5	非常同意	39	<div><div></div></div> 11.7%
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.			
# ad14: 我對飯店的公司形象感到滿意			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 -/] [Invalid=5 -/]		
Value	Label	Cases	Percentage
1	非常不同意	4	<div><div></div></div> 1.2%
2	不同意	19	<div><div></div></div> 5.7%
3	普通	122	<div><div></div></div> 36.6%
4	同意	141	<div><div></div></div> 42.3%
5	非常同意	47	<div><div></div></div> 14.1%
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.			

# <b>wa1:</b> 我接受主管指派的任何工作項目，為了能繼續留任			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 -] [Invalid=4 -]		
Value	Label	Cases	Percentage
1	非常不同意	8	<div><div></div></div> 2.4%
2	不同意	64	<div><div></div></div> 19.2%
3	普通	124	<div><div></div></div> 37.1%
4	同意	111	<div><div></div></div> 33.2%
5	非常同意	27	<div><div></div></div> 8.1%
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.			
# <b>wa2:</b> 將飯店利益視為個人利益，工作全力以赴			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 -] [Invalid=4 -]		
Value	Label	Cases	Percentage
1	非常不同意	10	<div><div></div></div> 3.0%
2	不同意	45	<div><div></div></div> 13.5%
3	普通	117	<div><div></div></div> 35.0%
4	同意	124	<div><div></div></div> 37.1%
5	非常同意	38	<div><div></div></div> 11.4%
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.			
# <b>wa3:</b> 我對飯店有高度忠誠，因為這份工作讓我很驕傲			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 -] [Invalid=5 -]		
Value	Label	Cases	Percentage
1	非常不同意	9	<div><div></div></div> 2.7%
2	不同意	43	<div><div></div></div> 12.9%
3	普通	110	<div><div></div></div> 33.0%
4	同意	126	<div><div></div></div> 37.8%
5	非常同意	45	<div><div></div></div> 13.5%
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.			
# <b>wa4:</b> 這份工作能讓我全力發揮自我的能力			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 -] [Invalid=4 -]		
Value	Label	Cases	Percentage
1	非常不同意	13	<div><div></div></div> 3.9%
2	不同意	33	<div><div></div></div> 9.9%
3	普通	106	<div><div></div></div> 31.7%
4	同意	138	<div><div></div></div> 41.3%
5	非常同意	44	<div><div></div></div> 13.2%
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.			

# <b>wa5:</b> 當初能選擇這份實習工作讓我感到非常正確				
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]		[Valid=334 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage	
1	非常不同意	17	<div><div></div></div>	5.1%
2	不同意	20	<div><div></div></div>	6.0%
3	普通	112	<div><div></div></div>	33.5%
4	同意	124	<div><div></div></div>	37.1%
5	非常同意	61	<div><div></div></div>	18.3%
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.				
# <b>wa6:</b> 我很樂意額外付出努力，完成工作目標及績效				
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]		[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage	
1	非常不同意	6	<div><div></div></div>	1.8%
2	不同意	28	<div><div></div></div>	8.4%
3	普通	89	<div><div></div></div>	26.7%
4	同意	153	<div><div></div></div>	45.9%
5	非常同意	57	<div><div></div></div>	17.1%
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.				
# <b>wa7:</b> 工作上能達成為他人服務				
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]		[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage	
1	非常不同意	2	<div><div></div></div>	0.6%
2	不同意	7	<div><div></div></div>	2.1%
3	普通	54	<div><div></div></div>	16.3%
4	同意	180	<div><div></div></div>	54.2%
5	非常同意	89	<div><div></div></div>	26.8%
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.				
# <b>wa8:</b> 工作上能發揮自己的能力				
Information		[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]		[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage	
1	非常不同意	5	<div><div></div></div>	1.5%
2	不同意	25	<div><div></div></div>	7.5%
3	普通	71	<div><div></div></div>	21.3%
4	同意	167	<div><div></div></div>	50.2%
5	非常同意	65	<div><div></div></div>	19.5%
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.				

# <b>wa9:</b> 工作上能夠以自己的方式解決事情			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	14	<div><div></div></div> 4.2%
2	不同意	23	<div><div></div></div> 6.9%
3	普通	73	<div><div></div></div> 21.9%
4	同意	167	<div><div></div></div> 50.2%
5	非常同意	56	<div><div></div></div> 16.8%
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.			
# <b>wa10:</b> 能從工作之中獲得很大的成就感			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage
1	非常不同意	6	<div><div></div></div> 1.8%
2	不同意	29	<div><div></div></div> 8.7%
3	普通	91	<div><div></div></div> 27.2%
4	同意	150	<div><div></div></div> 44.9%
5	非常同意	58	<div><div></div></div> 17.4%
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.			
# <b>wa11:</b> 主管對待員工的相處模式感到滿意			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage
1	非常不同意	6	<div><div></div></div> 1.8%
2	不同意	32	<div><div></div></div> 9.6%
3	普通	89	<div><div></div></div> 26.6%
4	同意	145	<div><div></div></div> 43.4%
5	非常同意	62	<div><div></div></div> 18.6%
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.			
# <b>wa12:</b> 主管制訂決策的能力我認同			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage
1	非常不同意	7	<div><div></div></div> 2.1%
2	不同意	31	<div><div></div></div> 9.3%
3	普通	104	<div><div></div></div> 31.1%
4	同意	151	<div><div></div></div> 45.2%
5	非常同意	41	<div><div></div></div> 12.3%
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.			

# ms1: 我能從工作中獲得參與感與成就感			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	3	<div><div></div></div> 0.9%
2	不同意	27	<div><div></div></div> 8.1%
3	普通	85	<div><div></div></div> 25.5%
4	同意	163	<div><div></div></div> 48.9%
5	非常同意	55	<div><div></div></div> 16.5%
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.			
# ms2: 我能從目前工作中發揮個人才能			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	9	<div><div></div></div> 2.7%
2	不同意	31	<div><div></div></div> 9.3%
3	普通	103	<div><div></div></div> 30.9%
4	同意	141	<div><div></div></div> 42.3%
5	非常同意	49	<div><div></div></div> 14.7%
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.			
# ms3: 我能從目前工作中實現理想及抱負			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage
1	非常不同意	10	<div><div></div></div> 3.0%
2	不同意	44	<div><div></div></div> 13.2%
3	普通	117	<div><div></div></div> 35.0%
4	同意	129	<div><div></div></div> 38.6%
5	非常同意	34	<div><div></div></div> 10.2%
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.			
# ms4: 我能從目前工作中獲得訓練與進修的機會			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	12	<div><div></div></div> 3.6%
2	不同意	36	<div><div></div></div> 10.8%
3	普通	115	<div><div></div></div> 34.5%
4	同意	125	<div><div></div></div> 37.5%
5	非常同意	45	<div><div></div></div> 13.5%
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.			

# ms5: 我的主管會尊重和信任員工			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage
1	非常不同意	13	<div><div></div></div> 3.9%
2	不同意	39	<div><div></div></div> 11.7%
3	普通	73	<div><div></div></div> 21.9%
4	同意	148	<div><div></div></div> 44.3%
5	非常同意	61	<div><div></div></div> 18.3%
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.			
# ms6: 我覺得飯店的實習福利制度好			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	12	<div><div></div></div> 3.6%
2	不同意	34	<div><div></div></div> 10.2%
3	普通	125	<div><div></div></div> 37.5%
4	同意	122	<div><div></div></div> 36.6%
5	非常同意	39	<div><div></div></div> 11.7%
6		1	<div><div></div></div> 0.3%
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.			
# ms7: 我覺得飯店工作環境好			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	24	<div><div></div></div> 7.2%
2	不同意	17	<div><div></div></div> 5.1%
3	普通	80	<div><div></div></div> 24.0%
4	同意	168	<div><div></div></div> 50.5%
5	非常同意	44	<div><div></div></div> 13.2%
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.			
# ms8: 飯店提供實習生不同部門工作輪調機會			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage
1	非常不同意	38	<div><div></div></div> 11.4%
2	不同意	65	<div><div></div></div> 19.6%
3	普通	94	<div><div></div></div> 28.3%
4	同意	97	<div><div></div></div> 29.2%
5	非常同意	38	<div><div></div></div> 11.4%
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.			

# ms9: 飯店提供實習生回聘制度或菁英培訓計畫			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage
1	非常不同意	15	<div><div></div></div> 4.5%
2	不同意	45	<div><div></div></div> 13.5%
3	普通	121	<div><div></div></div> 36.2%
4	同意	116	<div><div></div></div> 34.7%
5	非常同意	37	<div><div></div></div> 11.1%
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.			
# ms10: 飯店提供適當的獎懲制度			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage
1	非常不同意	10	<div><div></div></div> 3.0%
2	不同意	42	<div><div></div></div> 12.6%
3	普通	88	<div><div></div></div> 26.3%
4	同意	155	<div><div></div></div> 46.4%
5	非常同意	39	<div><div></div></div> 11.7%
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.			
# ms11: 飯店提供合理的實習薪資待遇			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=334 /-] [Invalid=4 /-]		
Value	Label	Cases	Percentage
1	非常不同意	27	<div><div></div></div> 8.1%
2	不同意	40	<div><div></div></div> 12.0%
3	普通	105	<div><div></div></div> 31.4%
4	同意	127	<div><div></div></div> 38.0%
5	非常同意	35	<div><div></div></div> 10.5%
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.			
# ri1: 這家飯店關心我們員工對自己的工作滿意度			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	15	<div><div></div></div> 4.5%
2	不同意	25	<div><div></div></div> 7.5%
3	普通	118	<div><div></div></div> 35.4%
4	同意	137	<div><div></div></div> 41.1%
5	非常同意	38	<div><div></div></div> 11.4%
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.			

# ri2: 這家飯店從未使我感到失望			
Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]		
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage
1	非常不同意	30	<div><div></div></div> 9.0%
2	不同意	78	<div><div></div></div> 23.5%
3	普通	133	<div><div></div></div> 40.1%
4	同意	65	<div><div></div></div> 19.6%
5	非常同意	21	<div><div></div></div> 6.3%
6		5	<div><div></div></div> 1.5%
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.			
# ri3: 我喜歡這家飯店的工作			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage
1	非常不同意	25	<div><div></div></div> 7.5%
2	不同意	46	<div><div></div></div> 13.8%
3	普通	116	<div><div></div></div> 34.8%
4	同意	110	<div><div></div></div> 33.0%
5	非常同意	36	<div><div></div></div> 10.8%
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.			
# ri4: 我對這家飯店很滿意			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage
1	非常不同意	25	<div><div></div></div> 7.5%
2	不同意	34	<div><div></div></div> 10.2%
3	普通	129	<div><div></div></div> 38.9%
4	同意	100	<div><div></div></div> 30.1%
5	非常同意	44	<div><div></div></div> 13.3%
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.			
# ri5: 我打算短時間內會離開這家飯店(反)			
Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=332 /-] [Invalid=6 /-]		
Value	Label	Cases	Percentage
1	非常不同意	12	<div><div></div></div> 3.6%
2	不同意	58	<div><div></div></div> 17.5%
3	普通	128	<div><div></div></div> 38.6%
4	同意	95	<div><div></div></div> 28.6%
5	非常同意	39	<div><div></div></div> 11.7%
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.			



# ri6: 目前我正在尋找其它飯店的工作(反)				
Information		[Type= discrete] [Format=numeric] [Range= 1-22] [Missing=*]		
Statistics [NW/ W]		[Valid=333 /-] [Invalid=5 /-]		
Value	Label	Cases	Percentage	
1	非常不同意	45	<div></div>	13.5%
2	不同意	60	<div></div>	18.0%
3	普通	112	<div></div>	33.6%
4	同意	74	<div></div>	22.2%
5	非常同意	41	<div></div>	12.3%
22		1	<div></div>	0.3%
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.				