

## APPENDIX 1. Questionnaire in English

Dear Sir, Miss:

This study is conducted in order to understand the domestic science and technology organization and the innovation of human resources. As a successful career worker, you are invited to share your experience.

The time needed to complete this questionnaire will take about 10 to 15 minutes. After filling it, please simply click the "submit" key. This questionnaire is only used for academic research. We guarantee information confidentiality. No information is allowed to leak out. Please feel free to fill it out.

To appreciate your time, we will give you a 7-11 coupon when we receive you valid questionnaire. Please write your contact information below.

Business Administration Department National  
Cheng Kung University  
Professor Quey-Jen Yeh  
Graduate Student Rebeka Liu

Best regards.

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★Please write your name and mailing address below for 7-11 coupon mailing.

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_

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<<The Questionnaire Starts from Here>>

### I. Management Style (2 components)

In my department, my direct supervisor:	totally disagree	disagree	slightly disagree	neutral	slightly agree	agree	totally agree
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(14 items: Refer to the contents in the text)

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### II. Organizational Cultures (5 components)

In my company,	totally disagree	disagree	slightly disagree	neutral	slightly agree	agree	totally agree
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(15 items: Refer to the contents in the text)

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### III. Corporate Social Responsibility Learning (3 components)

There are many ways in which companies can express their contribution to the community and society. The following are some of the characteristics of socially responsible activities that companies may or may not be able to do.

Please answer your opinion on the characteristics of these activities in your own opinion. 1: indicates that the feature is absolutely not important; 7: indicates that the feature is absolutely important.

totally  
important  
important  
slightly  
important  
neutral  
slightly  
not  
important  
totally  
not  
important

(20 items: Refer to the contents in the text)

### IV. Work Ethic Learning (1 component)

My company's work environment makes me understand an employee:

totally  
disagree    disagree    slightly  
disagree    neutral    slightly  
agree    agree    totally  
agree

(12 items: Refer to the contents in the text)

### V. Work Performance Efficacy (DV 1 component)

Please check the agreement on the following questions according to your own ideas. The more you agree, please give a higher score; if you do not agree, please check the score of 0.

totally  
disagree    disagree    slightly  
disagree    neutral    slightly  
agree    agree    totally  
agree

At work, when communicating with others, I believe that I:

(9 items: Refer to the contents in the text)

## VI. Company Basic Information

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1. Industry: Power Related Industry Manufacturing  
Financial Industry Technology Industry  
Service Industry Pharmaceutical Industry  
Others\_\_\_\_\_ (please fill in)
2. Attributes: State-owned Private Foreign Others \_\_\_\_\_ (fill in)
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## VII. Personal Basic Information

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1. Gender: Male Female
2. Age: Under 25 25-30 years 30-35 years 35-40 years 40-45 years  
45-50 years 50-55 years 55-60 years 60-65 years 65/older
3. Education: High School Specialist University Master Doctor  
Other\_\_\_\_\_ (please fill in)
4. Current position: Supervisor Administration Business People  
Engineer Technician Consultant  
Other\_\_\_\_\_ (please fill in)
5. If Supervisor: Grassroots Intermediate Senior Others\_\_\_\_\_ (fill in)
6. Working years: Within 1 year 1.1-3 years 3.1-5 years 5.1-10 years 10.1-15 years  
(including former) 15.1-20 years 20.1-25 years 25.1-30 years 30.1-35 years 35.1 or more
7. Current: Within 1 year 1.1-3 years 3.1-5 years 5.1-10 years 10.1-15 years  
15.1-20 years 20.1-25 years 25.1-30 years 30.1-35 years 35.1 or more
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(The questionnaire ends here, thank you again for your cooperation!)