

比較澳洲與台灣醫院員工之工作觀感

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摘要

本研究之目的在於比較澳洲與台灣醫院員工對工作的觀感。研究採用問卷收集資料，問卷發放對象分別為澳洲某大醫院及台灣某區域醫院，最後共回收 261 份問卷，其中 150 來自澳洲，111 份來自台灣。統計分析結果顯示，澳洲醫院員工不論是在士氣 (Morale)、參與感 (Participation)、重視度 (Recognition)、及工作安全感 (Job Security)，都比台灣醫院員工顯著低了許多。藉由本研究之結果，希望提供國際化公司要注重不同文化背景員工的工作觀感，以期提供更好的管理方式。

關鍵字：工作觀感、醫院員工、澳洲、台灣

Comparing the Job Aspects of Hospital Employees in Australia and Taiwan

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Abstract

The objective of this research is to compare the satisfaction level on job aspects of hospital employees in Australia and Taiwan. A self-report questionnaire on 'Employee Perspective' was used to survey hospital employees in Australia and Taiwan. Overall, 150 questionnaires in Australia and 111 questionnaires in Taiwan were collected. Findings indicate that Australian employees had significantly lower job aspect levels than their Taiwanese counterparts. Three factors, namely morale, participation, and recognition, were identified to explain the differences. The fourth factor, job security, however, did not show any significant difference between the two groups. Although different countries utilize management style differently, it is beneficial to compare employee satisfaction levels on their job aspects between countries, because practitioners may adjust their management styles based on the study results.

Keywords : Job Aspects, Hospital Employee, Australia, Taiwan