

台灣 (Taiwan, ROC)

溫金豐, 國立中山大學人力資源管理研究所

員工價值主張—探索進階人力資源管理根基

Study Documentation

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員工價值主張—探索進階人力資源管理根基

Employee Value Proposition - Exploring the Foundation of Advanced Human Resources Management

Overview

Identification	E10253
Version	Production Date: 2016-03-16
Abstract	
<p>數十年來，人力資源管理功能致力於採取不同的措施以提高組織與員工的績效時，大多站在組織觀點而非從員工角度。隨著人才的競爭越來越激烈，「員工價值」的議題在組織研究逐漸受到重視，但是尚未發展出穩固的理論及研究方法。本研究從行銷領域的顧客價值主張觀點出發，嘗試討論以員工價值創造為基礎的人力資源管理實務我們透過焦點團體訪談，先探索描述員工價值主張的構面，並進一步發展出量表，以量化資料實際分析績效良好的企業可能採取的員工價值主張，我們發現了三種員工價值主張的型態，並說明採取這些員工價值主張的企業特性，以提供進一步的實務與研究建議。實際可用樣本為202份。</p>	
Kind of Data	抽樣調查資料 (Sample survey data)

Scope & Coverage

Time Period(s)	2015
Countries	台灣 (Taiwan, ROC)
Geographic Coverage	
臺灣	
Universe	
以臺灣地區民營企業，員工人數100人以上之公司之企業主管與員工	

Producers & Sponsors

Primary Investigator(s)	溫金豐，國立中山大學人力資源管理研究所
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Data Collection

Data Collection Dates	start 2015-05-01 end 2015-07-31
Time Period(s)	start 2013-08-01 end 2014-07-31
Data Collection Mode	郵寄問卷 (Mail Questionnaire)

Data Processing & Appraisal

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

Accessibility	
Contact(s)	學術調查研究資料庫(Survey Research Data Archive) (中央研究院人社中心調查研究專題中心), https://srda.sinica.edu.tw , srda@gate.sinica.edu.tw
Distributor(s)	學術調查研究資料庫(Survey Research Data Archive)
Depositor(s)	國立中山大學人力資源管理研究所
<u>Access Conditions</u> 會員版(一般會員、院內會員)--直接下載	

Files Description

Dataset contains 2 file(s)

data1	
# Cases	79
# Variable(s)	89

data2	
# Cases	237
# Variable(s)	83

Variables Group(s)

Dataset contains 35 group(s)

Group (A卷)公司、部門、編號							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	79	0	-
2	dept	部門	discrete	character-8	79	0	-
3	no	編號	discrete	character-8	79	0	-

Group (A卷)一、公司資訊							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	a_1	1.公司所屬產業	continuous	numeric-8.0	79	0	-
2	a_2	2.公司成立時間：已成立__年	continuous	numeric-8.0	79	0	-
3	a_3_1	3.登記資本額：__億__千萬元	continuous	numeric-8.0	73	6	-
4	a_3_2	3.去年營業額：__億__千萬元	continuous	numeric-8.0	66	13	-
5	a_3_3	3.現有在台灣的全職員工人數	continuous	numeric-8.0	77	2	-
6	a_4_a	4.公司屬性：台資為主	continuous	numeric-8.0	79	0	-
7	a_4_b	4.公司屬性：外資為主	discrete	character-10	21	0	-
8	a_5	5.資金來源(上市、上櫃)	continuous	numeric-8.0	78	1	-
9	a_6	6.公司對國外直接投資(設廠)狀況	continuous	numeric-8.0	77	2	-
10	a_6_1	在__個國家或地區	discrete	character-2	38	0	-
11	a_7	7.公司海外營銷或國外分支機構營業額佔全公司年營業額比率	continuous	numeric-8.0	72	7	-

Group (A卷)二、員工價值主張	
Subgroup(s)	A. 請評估貴公司的經營理念的狀況, B. 請評估貴公司的整體形象方面的狀況, C. 請評估貴公司在員工訓練發展安排方面的狀況, D. 請評估貴公司在員工薪酬福利方面的狀況, F. 請評估貴公司在員工工作環境方面的狀況, G. 請評估貴公司在員工工作保障方面的狀況, H. 請評估貴公司主管對員工的支持與領導方面的狀況, I. 請評估貴公司在員工工作設計方面的狀況, J. 請評估公司員工在工作與生活平衡方面的狀況

Group (A卷)三、經營策略與績效	
Subgroup(s)	請評估貴公司經營策略傾向, 請評估貴公司近三年的各項經營績效表現, 請評估貴公司「關鍵人才」吸引的狀況, 請評估貴公司「關鍵人才」留任的情況

Group (A卷)請提供問卷填寫人資訊							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	79	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
2	status_a	職位	continuous	numeric-8.0	79	0	-
3	age_a	年齡	continuous	numeric-8.0	78	1	-
4	tj_a	任本職位之年資	continuous	numeric-8.0	78	1	-
5	tc_a	任本公司之年資	continuous	numeric-8.0	79	0	-

Group (B卷)公司、部門、編號

#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	237	0	-
2	dept	部門	discrete	character-8	237	0	-
3	no	編號	discrete	character-8	237	0	-

Group (B卷)一、部門與填答人資訊

#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	237	0	-
2	a_1	1.部門名稱	discrete	character-21	231	0	-
3	a_1_2	屬性	continuous	numeric-8.0	235	2	-
4	a_2	2.部門規模:現有編制內員工人數—人	continuous	numeric-8.0	234	3	-
5	a_3	3.部門現有編制內員工人數佔公司總人數比率	continuous	numeric-8.0	236	1	-
6	a_4	4.部門支出預算約佔全公司年度預算比率	continuous	numeric-8.0	234	3	-
7	a_5_1	5.問卷填答人資訊:職位	continuous	numeric-8.0	236	1	-
8	a_5_2	5.問卷填答人資訊:年齡	continuous	numeric-8.0	234	3	-
9	a_5_3	5.問卷填答人資訊:任本職位之年資	continuous	numeric-8.0	235	2	-
10	a_5_4	5.問卷填答人資訊:任本公司之年資	continuous	numeric-8.0	235	2	-

Group (B卷)二、員工價值主張

Subgroup(s)	A. 請評估貴公司的經營理念的狀況, B. 請評估貴公司的整體形象方面的狀況, C. 請評估貴公司在員工訓練發展安排方面的狀況, D. 請評估貴公司在員工薪酬福利方面的狀況, F. 請評估貴公司在員工工作環境方面的狀況, G. 請評估貴公司在員工工作保障方面的狀況, H. 請評估貴公司主管對員工的支持與領導方面的狀況, I. 請評估貴公司在員工工作設計方面的狀況, J. 請評估公司員工在工作與生活平衡方面的狀況
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Group (B卷)三、經營策略與績效

Subgroup(s)	請評估貴公司經營策略傾向, 請評估貴公司近三年的各項經營績效表現, 請評估貴部門關鍵人才吸引的狀況, 請評估貴部門關鍵人才留任的情況
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Group A. 請評估貴公司的經營理念的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
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#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_a_1	1. 公司揭示的經營理念，能符合多數員工期待	continuous	numeric-8.0	79	0	-
2	b_a_2	2. 公司提出的願景，能符合多數員工期待	continuous	numeric-8.0	79	0	-
3	b_a_3	3. 公司訂定的長期發展目標，能符合多數員工期待	continuous	numeric-8.0	79	0	-
4	b_a_4	4. 公司宣示的價值觀，能符合多數員工期待	continuous	numeric-8.0	79	0	-
5	b_a_5	5. 報章雜誌對公司經營理念的正向報導，能符合多數員工期待	continuous	numeric-8.0	79	0	-
6	b_a_6	6. 公司傳達經營理念的作法，能符合多數員工期待	continuous	numeric-8.0	79	0	-
7	b_a_7	7. 公司隨處可見經營理念的標語，能符合多數員工期待	continuous	numeric-8.0	79	0	-

Group B. 請評估貴公司的整體形象方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	79	0	-
2	b_b_8	8. 公司重視對社區與環境的責任，能符合多數員工期待	continuous	numeric-8.0	79	0	-
3	b_b_9	9. 公司重視企業社會責任的形象，能符合多數員工期待	continuous	numeric-8.0	79	0	-
4	b_b_10	10. 公司產品(服務)的品質，能符合多數員工期待	continuous	numeric-8.0	79	0	-
5	b_b_11	11. 公司具有的良好聲譽，能符合員工期待	continuous	numeric-8.0	79	0	-

Group C. 請評估貴公司在員工訓練發展安排方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	79	0	-
2	b_c_12	12. 公司提供廣泛的訓練課程，能符合多數員工期待	continuous	numeric-8.0	79	0	-
3	b_c_13	13. 公司每年提供很多訓練課程，能符合多數員工期待	continuous	numeric-8.0	79	0	-
4	b_c_14	14. 公司對新進員工有正式的訓練，能符合多數員工期待	continuous	numeric-8.0	79	0	-
5	b_c_15	15. 公司有正式訓練以提升員工升遷的機會，能符合多數員工期待	continuous	numeric-8.0	79	0	-

Group D. 請評估貴公司在員工薪酬福利方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
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#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_d_16	16.公司提供員工固定薪資的水準，能符合多數員工期待	continuous	numeric-8.0	79	0	-
2	b_d_17	17.公司依據員工的學歷給予薪資，能符合多數員工期待	continuous	numeric-8.0	79	0	-
3	b_d_18	18.公司依據員工的技術給予薪資，能符合多數員工期待	continuous	numeric-8.0	79	0	-
4	b_d_19	19.公司提供法令規定應有的員工福利(如，保險、休假、退休、健康檢查、職災預防與補償)，能符合多數員工期待	continuous	numeric-8.0	79	0	-
5	b_d_20	20.公司提供法令規定之外的員工福利(如，節慶獎金、年資獎金、離職金、婚育賀禮、傷病慰問、急難救助等)，能符合多數員工期待	continuous	numeric-8.0	79	0	-

Group F. 請評估貴公司在員工工作環境方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	79	0	-
2	b_f_21	21.公司提供員工舒適、寬敞、清潔的工作環境(空調、光線、座位)，能符合多數員工期待	continuous	numeric-8.0	79	0	-
3	b_f_22	22.公司注重員工工作場所的工業安全(空氣、噪音、機器)，能符合多數員工期待	continuous	numeric-8.0	79	0	-
4	b_f_23	23.公司提供員工方便的停車空間，能符合多數員工期待	continuous	numeric-8.0	79	0	-
5	b_f_24	24.公司提供員工足夠及方便的廁所/休息室，能符合多數員工期待	continuous	numeric-8.0	79	0	-

Group G. 請評估貴公司在員工工作保障方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_g_25	25.公司提供員工可長期工作的保障，能符合多數員工期待	continuous	numeric-8.0	79	0	-
2	b_g_26	26.公司不任意解雇員工，能符合多數員工期待	continuous	numeric-8.0	79	0	-
3	b_g_27	27.公司提供員工完全的工作保障，能符合多數員工期待	continuous	numeric-8.0	79	0	-
4	b_g_28	28.公司只在萬不得已時才會裁員，能符合多數員工期待	continuous	numeric-8.0	79	0	-

Group H. 請評估貴公司主管對員工的支持與領導方面的狀況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	79	0	-
2	b_h_29	29.公司的主管們常以無偏私的方式做決策，能符合多數員工期待	continuous	numeric-8.0	79	0	-
3	b_h_30	30.公司的主管們會重視員工的額外付出，能符合多數員工期待	continuous	numeric-8.0	79	0	-
4	b_h_31	31.公司的主管們瞭解並認同員工對工作的額外努力，能符合多數員工期待	continuous	numeric-8.0	79	0	-
5	b_h_32	32.公司的主管們關心員工個人的福利，能符合多數員工期待	continuous	numeric-8.0	79	0	-
6	b_h_33	33.公司的主管們關心員工對工作方面的滿意度，能符合多數員工期待	continuous	numeric-8.0	79	0	-
7	b_h_34	34.公司的主管們會為員工的工作成果感到驕傲，能符合多數員工期待	continuous	numeric-8.0	79	0	-

Group I. 請評估貴公司在員工工作設計方面的狀況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_i_35	35.公司每個職務的工作說明書經常更新，能符合多數員工期待	continuous	numeric-8.0	79	0	-
2	b_i_36	36.公司工作說明書詳述每位員工的責任，能符合多數員工期待	continuous	numeric-8.0	79	0	-
3	b_i_37	37.公司允許員工採取主動或個人判斷來執行工作，能符合多數員工期待	continuous	numeric-8.0	79	0	-
4	b_i_38	38.公司讓員工有足夠的自主權決定如何完成工作，能符合多數員工期待	continuous	numeric-8.0	79	0	-
5	b_i_39	39.公司讓員工有機會獨立自由的選擇執行工作的方式，能符合多數員工期待	continuous	numeric-8.0	79	0	-
6	b_i_40	40.公司安排員工有許多不同的內容的工作，能符合多數員工期待	continuous	numeric-8.0	79	0	-
7	b_i_41	41.公司安排員工達成多元的任務，能符合多數員工期待	continuous	numeric-8.0	79	0	-
8	b_i_42	42.公司安排員工工作的成果，會對他人的生活(或工作)有重大影響，能符合多數員工期待	continuous	numeric-8.0	79	0	-
9	b_i_43	43.公司安排的工作讓員工能夠從頭到尾完成某項業務，能符合多數員工期待	continuous	numeric-8.0	79	0	-

Group J. 請評估公司員工在工作與生活平衡方面的狀況							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	79	0	-
2	b_j_44	44.公司的工作通常不會干擾到員工個人的生活，能符合多數員工期待	continuous	numeric-8.0	79	0	-
3	b_j_45	45.公司的工作不會使員工難以享受個人生活，能符合多數員工期待	continuous	numeric-8.0	79	0	-
4	b_j_46	46.公司員工不必為工作需要而先放下個人生活，能符合多數員工期待	continuous	numeric-8.0	79	0	-
5	b_j_47	47.公司的員工在工作與生活之間不會失去平衡，能符合多數員工期待	continuous	numeric-8.0	79	0	-
6	b_j_48	48.公司的工作常帶給員工更好的心情，能符合多數員工期待	continuous	numeric-8.0	79	0	-

Group 請評估貴公司經營策略傾向							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	c_a_1	1.公司積極從事研發工作，以追求技術的創新	continuous	numeric-8.0	79	0	-
2	c_a_2	2.公司提供客戶多樣化的產品或服務	continuous	numeric-8.0	79	0	-
3	c_a_3	3.公司傾向專精於現有產品改良與製成績效提升，而不輕易開發新產品	continuous	numeric-8.0	79	0	-
4	c_a_4	4.公司擁有不同類型的顧客群，而非集中於少數客戶	continuous	numeric-8.0	79	0	-
5	c_a_5	5.公司以提供客戶更多的產品/服務項目為目標	continuous	numeric-8.0	79	0	-
6	c_a_6	6.公司投注大量資源(人力、物力、財力)於產品/服務的市場行銷工作	continuous	numeric-8.0	79	0	-
7	c_a_7	7.公司以提供客戶更新奇、有創意的產品/服務為目標	continuous	numeric-8.0	79	0	-
8	c_a_8	8.公司策略傾向於維護既有的市場地位，而非積極擴張至新市場。	continuous	numeric-8.0	79	0	-
9	c_a_9	9.公司以提供客戶種類單純、價格低廉的產品/服務為目標	continuous	numeric-8.0	79	0	-

Group 請評估貴公司近三年的各項經營績效表現							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	79	0	-
2	c_b_10	10.與同業比較，過去三年本公司營收成長率明顯優於其他公司	continuous	numeric-8.0	79	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
3	c_b_11	11.與同業比較，過去三年本公司獲利率明顯優於其他公司	continuous	numeric-8.0	79	0	-
4	c_b_12	12.與同業比較，過去三年本公司市場佔有率明顯優於其他公司	continuous	numeric-8.0	79	0	-
5	c_b_13	13.與同業比較，過去三年本公司整體經營績效明顯優於其他公司	continuous	numeric-8.0	79	0	-

Group 請評估貴公司「關鍵人才」吸引的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	c_c_14	14.公司關鍵職位出缺、對外求才時，會吸引許多合格的求職者來應徵	continuous	numeric-8.0	79	0	-
2	c_c_15	15.公司通知甄選面試時，應徵關鍵職位的求職者都會按照指定時間出現	continuous	numeric-8.0	79	0	-
3	c_c_16	16.公司錄用的關鍵職位求職者肯定都會按時報到上班	continuous	numeric-8.0	79	0	-
4	c_c_17	17.公司關鍵職位出缺，通常在很短時間之內就能(從外部)找到合適的人才	continuous	numeric-8.0	79	0	-
5	c_c_18	18.公司新進關鍵人才大都表現出十足的工作熱忱	continuous	numeric-8.0	79	0	-

Group 請評估貴公司「關鍵人才」留任的情況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	c_d_19	19.公司關鍵人才能夠滿足目前經營上的需要	continuous	numeric-8.0	79	0	-
2	c_d_20	20.公司關鍵人才能夠因應未來三年經營計劃上的需要	continuous	numeric-8.0	79	0	-
3	c_d_21	21.公司已做好人才準備面對未來的競爭	continuous	numeric-8.0	79	0	-
4	c_d_22	22.公司沒有關鍵人才不足的困擾	continuous	numeric-8.0	79	0	-
5	c_d_23	23.公司關鍵人才的流動率很低	continuous	numeric-8.0	79	0	-

Group A. 請評估貴公司的經營理念的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_a_1	1.公司揭示的經營理念，能符合多數員工期待	continuous	numeric-8.0	237	0	-
2	b_a_2	2.公司提出的願景，能符合多數員工期待	continuous	numeric-8.0	237	0	-
3	b_a_3	3.公司訂定的長期發展目標，能符合多數員工期待	continuous	numeric-8.0	237	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
4	b_a_4	4.公司宣示的價值觀，能符合多數員工期待	continuous	numeric-8.0	237	0	-
5	b_a_5	5.報章雜誌對公司經營理念的正向報導，能符合多數員工期待	continuous	numeric-8.0	237	0	-
6	b_a_6	6.公司傳達經營理念的作法，能符合多數員工期待	continuous	numeric-8.0	237	0	-
7	b_a_7	7.公司隨處可見經營理念的標語，能符合多數員工期待	continuous	numeric-8.0	237	0	-

Group B. 請評估貴公司的整體形象方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_b_8	8.公司重視對社區與環境的責任，能符合多數員工期待	continuous	numeric-8.0	237	0	-
2	b_b_9	9.公司重視企業社會責任的形象，能符合多數員工期待	continuous	numeric-8.0	237	0	-
3	b_b_10	10.公司產品(服務)的品質，能符合多數員工期待	continuous	numeric-8.0	237	0	-
4	b_b_11	11.公司具有的良好聲譽，能符合員工期待	continuous	numeric-8.0	237	0	-

Group C. 請評估貴公司在員工訓練發展安排方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_c_12	12.公司提供廣泛的訓練課程，能符合多數員工期待	continuous	numeric-8.0	237	0	-
2	b_c_13	13.公司每年提供很多訓練課程，能符合多數員工期待	continuous	numeric-8.0	237	0	-
3	b_c_14	14.公司對新進員工有正式的訓練，能符合多數員工期待	continuous	numeric-8.0	237	0	-
4	b_c_15	15.公司有正式訓練以提升員工升遷的機會，能符合多數員工期待	continuous	numeric-8.0	237	0	-

Group D. 請評估貴公司在員工薪酬福利方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_d_16	16.公司提供員工固定薪資的水準，能符合多數員工期待	continuous	numeric-8.0	237	0	-
2	b_d_17	17.公司依據員工的學歷給予薪資，能符合多數員工期待	continuous	numeric-8.0	237	0	-
3	b_d_18	18.公司依據員工的技術給予薪資，能符合多數員工期待	continuous	numeric-8.0	237	0	-
4	b_d_19	19.公司提供法令規定應有的員工福利(如，保險、休	continuous	numeric-8.0	237	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
		假、退休、健康檢查、職災預防與補償), 能符合多數員工期待					
5	b_d_20	20.公司提供法令規定之外的員工福利(如, 節慶獎金、年資獎金、離職金、婚育賀禮、傷病慰問、急難救助等), 能符合多數員工期待	continuous	numeric-8.0	237	0	-

Group F. 請評估貴公司在員工工作環境方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_f_21	21.公司提供員工舒適、寬敞、清潔的工作環境(空調、光線、座位), 能符合多數員工期待	continuous	numeric-8.0	237	0	-
2	b_f_22	22.公司注重員工工作場所的工業安全(空氣、噪音、機器), 能符合多數員工期待	continuous	numeric-8.0	237	0	-
3	b_f_23	23.公司提供員工方便的停車空間, 能符合多數員工期待	continuous	numeric-8.0	237	0	-
4	b_f_24	24.公司提供員工足夠及方便的廁所/休息室, 能符合多數員工期待	continuous	numeric-8.0	237	0	-

Group G. 請評估貴公司在員工工作保障方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_g_25	25.公司提供員工可長期工作的保障, 能符合多數員工期待	continuous	numeric-8.0	237	0	-
2	b_g_26	26.公司不任意解雇員工, 能符合多數員工期待	continuous	numeric-8.0	237	0	-
3	b_g_27	27.公司提供員工完全的工作保障, 能符合多數員工期待	continuous	numeric-8.0	237	0	-
4	b_g_28	28.公司只在萬不得已時才會裁員, 能符合多數員工期待	continuous	numeric-8.0	237	0	-

Group H. 請評估貴公司主管對員工的支持與領導方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_h_29	29.公司的主管們常以無偏私的方式做決策, 能符合多數員工期待	continuous	numeric-8.0	237	0	-
2	b_h_30	30.公司的主管們會重視員工的額外付出, 能符合多數員工期待	continuous	numeric-8.0	237	0	-
3	b_h_31	31.公司的主管們瞭解並認同員工對工作的額外努力, 能符合多數員工期待	continuous	numeric-8.0	237	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
4	b_h_32	32.公司的主管們關心員工個人的福利，能符合多數員工期待	continuous	numeric-8.0	237	0	-
5	b_h_33	33.公司的主管們關心員工對工作方面的滿意度，能符合多數員工期待	continuous	numeric-8.0	237	0	-
6	b_h_34	34.公司的主管們會為員工的工作成果感到驕傲，能符合多數員工期待	continuous	numeric-8.0	237	0	-

Group I. 請評估貴公司在員工工作設計方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_I_35	35.公司每個職務的工作說明書經常更新，能符合多數員工期待	continuous	numeric-8.0	237	0	-
2	b_I_36	36.公司工作說明書詳述每位員工的責任，能符合多數員工期待	continuous	numeric-8.0	237	0	-
3	b_I_37	37.公司允許員工採取主動或個人判斷來執行工作，能符合多數員工期待	continuous	numeric-8.0	237	0	-
4	b_I_38	38.公司讓員工有足夠的自主權決定如何完成工作，能符合多數員工期待	continuous	numeric-8.0	237	0	-
5	b_I_39	39.公司讓員工有機會獨立自由的選擇執行工作的方式，能符合多數員工期待	continuous	numeric-8.0	237	0	-
6	b_I_40	40.公司安排員工有許多不同的內容的工作，能符合多數員工期待	continuous	numeric-8.0	237	0	-
7	b_I_41	41.公司安排員工達成多元的任務，能符合多數員工期待	continuous	numeric-8.0	237	0	-
8	b_I_42	42.公司安排員工工作的成果，會對他人的生活(或工作)有重大影響，能符合多數員工期待	continuous	numeric-8.0	237	0	-
9	b_I_43	43.公司安排的工作讓員工能夠從頭到尾完成某項業務，能符合多數員工期待	continuous	numeric-8.0	237	0	-

Group J. 請評估公司員工在工作與生活平衡方面的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	b_j_44	44.公司的工作通常不會干擾到員工個人的生活，能符合多數員工期待	continuous	numeric-8.0	237	0	-
2	b_j_45	45.公司的工作不會使員工難以享受個人生活，能符合多數員工期待	continuous	numeric-8.0	237	0	-
3	b_j_46	46.公司員工不必為工作需要而先放下個人生活，能符合多數員工期待	continuous	numeric-8.0	237	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
4	b_j_47	47.公司的員工在工作與生活之間不會失去平衡，能符合多數員工期待	continuous	numeric-8.0	237	0	-
5	b_j_48	48.公司的工作常帶給員工更好的心情，能符合多數員工期待	continuous	numeric-8.0	237	0	-

Group 請評估貴公司經營策略傾向

#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	237	0	-
2	c_a_1	1.公司積極從事研發工作，以追求技術的創新	continuous	numeric-8.0	237	0	-
3	c_a_2	2.公司提供客戶多樣化的產品或服務	continuous	numeric-8.0	237	0	-
4	c_a_3	3.公司傾向專精於現有產品改良與製成績效提升，而不輕易開發新產品	continuous	numeric-8.0	237	0	-
5	c_a_4	4.公司擁有不同類型的顧客群，而非集中於少數客戶	continuous	numeric-8.0	237	0	-
6	c_a_5	5.公司以提供客戶更多的產品/服務項目為目標	continuous	numeric-8.0	237	0	-
7	c_a_6	6.公司投注大量資源(人力、物力、財力)於產品/服務的市場行銷工作	continuous	numeric-8.0	237	0	-
8	c_a_7	7.公司以提供客戶更新奇、有創意的產品/服務為目標	continuous	numeric-8.0	237	0	-
9	c_a_8	8.公司策略傾向於維護既有的市場地位，而非積極擴張至新市場	continuous	numeric-8.0	237	0	-
10	c_a_9	9.公司以提供客戶種類單純、價格低廉的產品/服務為目標	continuous	numeric-8.0	237	0	-

Group 請評估貴公司近三年的各項經營績效表現

#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	237	0	-
2	c_b_10	10.與同業比較，過去三年公司營收成長率明顯優於其他公司	continuous	numeric-8.0	237	0	-
3	c_b_11	11.與同業比較，過去三年公司獲利率明顯優於其他公司	continuous	numeric-8.0	237	0	-
4	c_b_12	12.與同業比較，過去三年公司市場佔有率明顯優於其他公司	continuous	numeric-8.0	237	0	-
5	c_b_13	13.與同業比較，過去三年公司整體經營績效明顯優於其他公司	continuous	numeric-8.0	237	0	-

Group 請評估貴部門關鍵人才吸引的狀況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	237	0	-
2	c_c_14	14.部門關鍵職位出缺、對外求才時，會吸引許多合格的求職者來應徵	continuous	numeric-8.0	237	0	-
3	c_c_15	15.部門通知甄選面試時，應徵關鍵職位的求職者都會按照指定時間出現	continuous	numeric-8.0	237	0	-
4	c_c_16	16.部門錄用的關鍵職位求職者肯定都會按時報到上班	continuous	numeric-8.0	237	0	-
5	c_c_17	17.部門關鍵職位出缺，通常在很短時間之內就能(從外部)找到合適的人才	continuous	numeric-8.0	237	0	-
6	c_c_18	18.部門新進關鍵人才大都表現出十足的工作熱忱	continuous	numeric-8.0	237	0	-

Group 請評估貴部門關鍵人才留任的情況

#	Name	Label	Type	Format	Valid	Invalid	Question
1	company	公司	discrete	character-8	237	0	-
2	c_d_19	19.部門關鍵人才能夠滿足目前經營上的需要	continuous	numeric-8.0	237	0	-
3	c_d_20	20.部門關鍵人才能夠因應未來三年經營計劃上的需要	continuous	numeric-8.0	237	0	-
4	c_d_21	21.部門已做好人才準備面對未來的競爭	continuous	numeric-8.0	237	0	-
5	c_d_22	22.部門沒有關鍵人才不足的困擾	continuous	numeric-8.0	237	0	-
6	c_d_23	23.部門關鍵人才的流動率很低	continuous	numeric-8.0	237	0	-

Variables Description

Dataset contains 172 variable(s)

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057		1	1.3%
058		1	1.3%
059		1	1.3%
060		1	1.3%
061		1	1.3%
062		1	1.3%
063		1	1.3%
064		1	1.3%
065		1	1.3%
066		1	1.3%
067		1	1.3%
068		1	1.3%
069		1	1.3%
070		1	1.3%
071		1	1.3%
073		1	1.3%
074		1	1.3%
075		1	1.3%
076		1	1.3%
077		1	1.3%
078		1	1.3%
079		1	1.3%
081		1	1.3%
082		1	1.3%
083		1	1.3%
084		1	1.3%
085		1	1.3%
086		1	1.3%
087		1	1.3%
088		1	1.3%
089		1	1.3%

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.

dept: 部門

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

File : data1

dept: 部門

Value	Label	Cases	Percentage
1.00		79	100.0%

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.

no: 編號

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1.00		79	100.0%

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.

a_1: 1.公司所屬產業

Information	[Type= continuous] [Format=numeric] [Range= 11-24] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
11	電子零組件製造	13	16.5%
12	電腦、電子及光學製品製造	13	16.5%
13	傳統製造業	22	27.8%
14	其他製造業	8	10.1%
21	金融保險服務業	2	2.5%
22	住宿餐飲服務業	5	6.3%
23	醫療保健服務業	1	1.3%
24	其他服務業	15	19.0%

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.

a_2: 2.公司成立時間：已成立__年

Information	[Type= continuous] [Format=numeric] [Range= 1-164] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-] [Mean=27.386 /-] [StdDev=22.613 /-]

a_3_1: 3.登記資本額：__億__千萬元

Information	[Type= continuous] [Format=numeric] [Range= 0.05-1500] [Missing=*]
Statistics [NW/ W]	[Valid=73 /-] [Invalid=6 /-] [Mean=75.948 /-] [StdDev=203.456 /-]

a_3_2: 3.去年營業額：__億__千萬元

Information	[Type= continuous] [Format=numeric] [Range= 0.15-7000] [Missing=*]
Statistics [NW/ W]	[Valid=66 /-] [Invalid=13 /-] [Mean=330.473 /-] [StdDev=965.636 /-]

a_3_3: 3.現有在台灣的全職員工人數

Information	[Type= continuous] [Format=numeric] [Range= 35-32000] [Missing=*]
Statistics [NW/ W]	[Valid=77 /-] [Invalid=2 /-] [Mean=2041.883 /-] [StdDev=4106.243 /-]

a_4_a: 4.公司屬性:台資為主

Information	[Type= continuous] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	有	58	73.4%
2	沒有	21	26.6%

File : data1

a_4_a: 4.公司屬性:台資為主

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

a_4_b: 4.公司屬性:外資為主

Information [Type= discrete] [Format=character] [Missing=*]

Statistics [NW/ W] [Valid=21 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
?		9	42.9%
GRM		1	4.8%
HK		1	4.8%
JPN		6	28.6%
UK		4	19.0%

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.

a_5: 5.資金來源(上市、上櫃)

Information [Type= continuous] [Format=numeric] [Range= 1-3] [Missing=*]

Statistics [NW/ W] [Valid=78 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	上市	28	35.9%
2	上櫃(含興櫃)	10	12.8%
3	未上市上櫃	40	51.3%

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.

a_6: 6. 公司對國外直接投資(設廠)狀況

Information [Type= continuous] [Format=numeric] [Range= 1-2] [Missing=*]

Statistics [NW/ W] [Valid=77 /-] [Invalid=2 /-]

Value	Label	Cases	Percentage
1	無	36	46.8%
2	有	41	53.2%

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.

a_6_1: 在一個國家或地區

Information [Type= discrete] [Format=character] [Missing=*]

Statistics [NW/ W] [Valid=38 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1		20	52.6%
12		1	2.6%
2		5	13.2%
23		1	2.6%
25		1	2.6%
3		5	13.2%
48		1	2.6%
5		1	2.6%
6		1	2.6%
7		2	5.3%

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.

File : data1

a_7: 7. 公司海外營銷或國外分支機構營業額佔全公司年營業額比率

Information [Type= continuous] [Format=numeric] [Range= 1-4] [Missing=*]

Statistics [NW/ W] [Valid=72 /-] [Invalid=7 /-]

Value	Label	Cases	Percentage
1	少於20%	38	52.8%
2	20~49%	18	25.0%
3	50~79%	7	9.7%
4	80%以上	9	12.5%

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_a_1: 1. 公司揭示的經營理念，能符合多數員工期待

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	普通	14	17.7%
4	同意	56	70.9%
5	非常同意	9	11.4%

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_a_2: 2. 公司提出的願景，能符合多數員工期待

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	1	1.3%
3	普通	13	16.5%
4	同意	53	67.1%
5	非常同意	12	15.2%

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_a_3: 3. 公司訂定的長期發展目標，能符合多數員工期待

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	2.5%
3	普通	14	17.7%
4	同意	55	69.6%
5	非常同意	8	10.1%

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_a_4: 4. 公司宣示的價值觀，能符合多數員工期待

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

File : data1

b_a_4: 4.公司宣示的價值觀，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	普通	19	24.1%
4	同意	52	65.8%
5	非常同意	8	10.1%

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_a_5: 5. 報章雜誌對公司經營理念的正向報導，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	3	3.8%
3	普通	18	22.8%
4	同意	47	59.5%
5	非常同意	10	12.7%

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_a_6: 6.公司傳達經營理念的作法，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	3	3.8%
3	普通	18	22.8%
4	同意	49	62.0%
5	非常同意	8	10.1%

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_a_7: 7.公司隨處可見經營理念的標語，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	7	8.9%
3	普通	27	34.2%
4	同意	37	46.8%
5	非常同意	8	10.1%

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_b_8: 8.公司重視對社區與環境的責任，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	7	8.9%
3	普通	27	34.2%
4	同意	37	46.8%
5	非常同意	8	10.1%

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 : data1

b_b_8: 8.公司重視對社區與環境的責任，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	1	1.3%
3	普通	25	31.6%
4	同意	37	46.8%
5	非常同意	16	20.3%

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_b_9: 9.公司重視企業社會責任的形象，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	2.5%
3	普通	15	19.0%
4	同意	42	53.2%
5	非常同意	20	25.3%

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_b_10: 10.公司產品(服務)的品質，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	2.5%
3	普通	11	13.9%
4	同意	49	62.0%
5	非常同意	17	21.5%

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_b_11: 11.公司具有的良好聲譽，能符合員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	2.5%
3	普通	9	11.4%
4	同意	47	59.5%
5	非常同意	21	26.6%

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_c_12: 12.公司提供廣泛的訓練課程，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

File : data1

b_c_12: 12.公司提供廣泛的訓練課程，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	5	6.3%
3	普通	25	31.6%
4	同意	38	48.1%
5	非常同意	10	12.7%

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_c_13: 13.公司每年提供很多訓練課程，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	6	7.6%
3	普通	29	36.7%
4	同意	33	41.8%
5	非常同意	11	13.9%

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.

b_c_14: 14.公司對新進員工有正式的訓練，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	2.5%
3	普通	18	22.8%
4	同意	45	57.0%
5	非常同意	14	17.7%

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_c_15: 15.公司有正式訓練以提升員工升遷的機會，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	11	13.9%
3	普通	35	44.3%
4	同意	30	38.0%
5	非常同意	3	3.8%

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.

b_d_16: 16.公司提供員工固定薪資的水準，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

File : data1

b_d_16: 16.公司提供員工固定薪資的水準，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	5.1%
3	普通	26	32.9%
4	同意	46	58.2%
5	非常同意	3	3.8%

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.

b_d_17: 17.公司依據員工的學歷給予薪資，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	9	11.4%
3	普通	25	31.6%
4	同意	40	50.6%
5	非常同意	5	6.3%

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_d_18: 18.公司依據員工的技術給予薪資，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	4	5.1%
3	普通	31	39.2%
4	同意	40	50.6%
5	非常同意	3	3.8%

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.

b_d_19: 19.公司提供法令規定應有的員工福利(如，保險、休假、退休、健康檢查、職災預防與補償)，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	1	1.3%
3	普通	8	10.1%
4	同意	43	54.4%
5	非常同意	27	34.2%

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_d_20: 20.公司提供法令規定之外的員工福利(如，節慶禮金、年資獎金、離職金、婚育賀禮、傷病慰問、急難救助等)，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

File : data1

b_d_20: 20.公司提供法令規定之外的員工福利(如, 節慶禮金、年資獎金、離職金、婚育賀禮、傷病慰問、急難救助等), 能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	5.1%
3	普通	17	21.5%
4	同意	38	48.1%
5	非常同意	20	25.3%

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_f_21: 21.公司提供員工舒適、寬敞、清潔的工作環境(空調、光線、座位), 能符合多數員工期待

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	3.8%
3	普通	13	16.5%
4	同意	42	53.2%
5	非常同意	21	26.6%

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_f_22: 22.公司注重員工工作場所的工業安全(空氣、噪音、機器), 能符合多數員工期待

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	1	1.3%
3	普通	11	13.9%
4	同意	45	57.0%
5	非常同意	22	27.8%

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.

b_f_23: 23.公司提供員工方便的停車空間, 能符合多數員工期待

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	14	17.7%
3	普通	20	25.3%
4	同意	25	31.6%
5	非常同意	19	24.1%

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_f_24: 24.公司提供員工足夠及方便的廁所/休息室, 能符合多數員工期待

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

File : data1

b_f_24: 24.公司提供員工足夠及方便的廁所/休息室，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	6.3%
3	普通	12	15.2%
4	同意	39	49.4%
5	非常同意	23	29.1%

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_g_25: 25.公司提供員工可長期工作的保障，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	5.1%
3	普通	14	17.7%
4	同意	39	49.4%
5	非常同意	22	27.8%

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.

b_g_26: 26.公司不任意解雇員工，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	3.8%
3	普通	6	7.6%
4	同意	38	48.1%
5	非常同意	32	40.5%

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_g_27: 27.公司提供員工完全的工作保障，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	6.3%
3	普通	12	15.2%
4	同意	38	48.1%
5	非常同意	24	30.4%

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_g_28: 28.公司只在萬不得已時才會裁員，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

File : data1

b_g_28: 28.公司只在萬不得已時才會裁員，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	3.8%
3	普通	8	10.1%
4	同意	36	45.6%
5	非常同意	32	40.5%

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_h_29: 29.公司的主管們常以無偏私的方式做決策，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	8	10.1%
3	普通	30	38.0%
4	同意	35	44.3%
5	非常同意	6	7.6%

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_h_30: 30.公司的主管們會重視員工的額外付出，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	5.1%
3	普通	32	40.5%
4	同意	40	50.6%
5	非常同意	3	3.8%

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.

b_h_31: 31.公司的主管們瞭解並認同員工對工作的額外努力，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	0	
3	普通	34	43.0%
4	同意	42	53.2%
5	非常同意	3	3.8%

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.

b_h_32: 32.公司的主管們關心員工個人的福利，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

File : data1

b_h_32: 32.公司的主管們關心員工個人的福利，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	1	1.3%
3	普通	28	35.4%
4	同意	47	59.5%
5	非常同意	3	3.8%

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.

b_h_33: 33.公司的主管們關心員工對工作方面的滿意度，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	5.1%
3	普通	26	32.9%
4	同意	47	59.5%
5	非常同意	2	2.5%

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_h_34: 34.公司的主管們會為員工的工作成果感到驕傲，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	2.5%
3	普通	24	30.4%
4	同意	47	59.5%
5	非常同意	6	7.6%

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_i_35: 35.公司每個職務的工作說明書經常更新，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	2.6%
2	不同意	16	20.5%
3	普通	35	44.9%
4	同意	24	30.8%
5	非常同意	1	1.3%

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_i_36: 36.公司工作說明書詳述每位員工的責任，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

File : data1

b_i_36: 36.公司工作說明書詳述每位員工的責任, 能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	2	2.5%
2	不同意	10	12.7%
3	普通	37	46.8%
4	同意	28	35.4%
5	非常同意	2	2.5%

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_i_37: 37.公司允許員工採取主動或個人判斷來執行工作，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	3.8%
3	普通	26	32.9%
4	同意	46	58.2%
5	非常同意	4	5.1%

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_i_38: 38.公司讓員工有足夠的自主權決定如何完成工作，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	3.8%
3	普通	33	41.8%
4	同意	36	45.6%
5	非常同意	7	8.9%

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.

b_i_39: 39.公司讓員工有機會獨立自由的選擇執行工作的方式，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	6.3%
3	普通	32	40.5%
4	同意	36	45.6%
5	非常同意	6	7.6%

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_i_40: 40.公司安排員工有許多不同的內容的工作，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	6.3%
3	普通	28	35.4%
4	同意	43	54.4%
5	非常同意	3	3.8%

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.

b_i_41: 41.公司安排員工達成多元的任務，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

# b_i_41: 41.公司安排員工達成多元的任務，能符合多數員工期待			
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	6.3%
3	普通	31	39.2%
4	同意	41	51.9%
5	非常同意	2	2.5%
<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_i_42: 42.公司安排員工工作的成果，會對他人的生活(或工作)有重大影響，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=79 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	1	1.3%
3	普通	34	43.0%
4	同意	43	54.4%
5	非常同意	1	1.3%
<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_i_43: 43.公司安排的工作讓員工能夠從頭到尾完成某項業務，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=79 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	1	1.3%
3	普通	35	44.3%
4	同意	38	48.1%
5	非常同意	5	6.3%
<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_j_44: 44.公司的工作通常不會干擾到員工個人的生活，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=79 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	9	11.4%
3	普通	19	24.1%
4	同意	37	46.8%
5	非常同意	14	17.7%
<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_j_45: 45.公司的工作不會使員工難以享受個人生活，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=79 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	6.3%

b_j_45: 45.公司的工作不會使員工難以享受個人生活，能符合多數員工期待

Value	Label	Cases	Percentage
3	普通	26	32.9%
4	同意	34	43.0%
5	非常同意	14	17.7%

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_j_46: 46.公司員工不必為工作需要而先放下個人生活，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	8	10.1%
3	普通	20	25.3%
4	同意	41	51.9%
5	非常同意	10	12.7%

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_j_47: 47.公司的員工在工作與生活之間不會失去平衡，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	6	7.6%
3	普通	23	29.1%
4	同意	36	45.6%
5	非常同意	14	17.7%

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_j_48: 48.公司的工作常帶給員工更好的心情，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	9	11.4%
3	普通	24	30.4%
4	同意	38	48.1%
5	非常同意	8	10.1%

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.

c_a_1: 1.公司積極從事研發工作，以追求技術的創新

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	5	6.3%
3	普通	16	20.3%
4	同意	40	50.6%

c_a_1: 1.公司積極從事研發工作，以追求技術的創新

Value	Label	Cases	Percentage
5	非常同意	18	22.8%

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.

c_a_2: 2.公司提供客戶多樣化的產品或服務

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	2	2.5%
3	普通	12	15.2%
4	同意	42	53.2%
5	非常同意	23	29.1%

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.

c_a_3: 3.公司傾向專精於現有產品改良與製成績效提升，而不輕易開發新產品

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	2.5%
2	不同意	26	32.9%
3	普通	22	27.8%
4	同意	22	27.8%
5	非常同意	7	8.9%

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.

c_a_4: 4.公司擁有不同類型的顧客群，而非集中於少數客戶

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	2.5%
2	不同意	10	12.7%
3	普通	17	21.5%
4	同意	36	45.6%
5	非常同意	14	17.7%

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.

c_a_5: 5.公司以提供客戶更多的產品/服務項目為目標

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	3	3.8%
3	普通	13	16.5%
4	同意	44	55.7%
5	非常同意	19	24.1%

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.

c_a_6: 6.公司投注大量資源(人力、物力、財力)於產品/服務的市場行銷工作

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	10	12.7%
3	普通	24	30.4%
4	同意	31	39.2%
5	非常同意	14	17.7%

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.

c_a_7: 7.公司以提供客戶更新奇、有創意的產品/服務為目標

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	10	12.7%
3	普通	29	36.7%
4	同意	31	39.2%
5	非常同意	8	10.1%

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.

c_a_8: 8.公司策略傾向於維護既有的市場地位，而非積極擴張至新市場。

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	3.8%
2	不同意	33	41.8%
3	普通	21	26.6%
4	同意	18	22.8%
5	非常同意	4	5.1%

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.

c_a_9: 9.公司以提供客戶種類單純、價格低廉的產品/服務為目標

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	10	12.7%
2	不同意	41	51.9%
3	普通	14	17.7%
4	同意	11	13.9%
5	非常同意	3	3.8%

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.

c_b_10: 10.與同業比較，過去三年本公司營收成長率明顯優於其他公司

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

Statistics [NW/ W] [Valid=79 /-] [Invalid=0 /-]

c_b_10: 10.與同業比較，過去三年本公司營收成長率明顯優於其他公司

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	14	17.7%
3	普通	26	32.9%
4	同意	29	36.7%
5	非常同意	10	12.7%

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.

c_b_11: 11.與同業比較，過去三年本公司獲利率明顯優於其他公司

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	13	16.5%
3	普通	26	32.9%
4	同意	31	39.2%
5	非常同意	9	11.4%

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.

c_b_12: 12.與同業比較，過去三年本公司市場佔有率明顯優於其他公司

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	13	16.5%
3	普通	27	34.2%
4	同意	27	34.2%
5	非常同意	12	15.2%

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.

c_b_13: 13.與同業比較，過去三年本公司整體經營績效明顯優於其他公司

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	9	11.4%
3	普通	26	32.9%
4	同意	33	41.8%
5	非常同意	10	12.7%

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.

c_c_14: 14.公司關鍵職位出缺、對外求才時，會吸引許多合格的求職者來應徵

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	10	12.7%

c_c_14: 14.公司關鍵職位出缺、對外求才時，會吸引許多合格的求職者來應徵

Value	Label	Cases	Percentage
3	普通	30	38.0%
4	同意	30	38.0%
5	非常同意	9	11.4%

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.

c_c_15: 15.公司通知甄選面談時，應徵關鍵職位的求職者都會按照指定時間出現

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	4	5.1%
3	普通	13	16.5%
4	同意	51	64.6%
5	非常同意	11	13.9%

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.

c_c_16: 16.公司錄用的關鍵職位求職者肯定都會按時報到上班

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	7	8.9%
3	普通	23	29.1%
4	同意	41	51.9%
5	非常同意	7	8.9%

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.

c_c_17: 17.公司關鍵職位出缺，通常在很短時間之內就能(從外部)找到合適的人才

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	21	26.6%
3	普通	42	53.2%
4	同意	14	17.7%
5	非常同意	2	2.5%

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.

c_c_18: 18.公司新進關鍵人才大都表現出十足的工作熱忱

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	4	5.1%
3	普通	18	22.8%
4	同意	48	60.8%

c_c_18: 18.公司新進關鍵人才大都表現出十足的工作熱忱

Value	Label	Cases	Percentage
5	非常同意	8	10.1%

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.

c_d_19: 19.公司關鍵人才能夠滿足目前經營上的需要

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	8	10.1%
3	普通	29	36.7%
4	同意	33	41.8%
5	非常同意	8	10.1%

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.

c_d_20: 20.公司關鍵人才能夠因應未來三年經營計劃上的需要

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	7	8.9%
3	普通	38	48.1%
4	同意	27	34.2%
5	非常同意	7	8.9%

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.

c_d_21: 21.公司已做好人才準備面對未來的競爭

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	1.3%
2	不同意	14	17.7%
3	普通	33	41.8%
4	同意	25	31.6%
5	非常同意	6	7.6%

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.

c_d_22: 22.公司沒有關鍵人才不足的困擾

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	5.1%
2	不同意	31	39.2%
3	普通	28	35.4%
4	同意	14	17.7%
5	非常同意	2	2.5%

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.

c_d_23: 23.公司關鍵人才的流動率很低**Information** [Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]**Statistics [NW/ W]** [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	10	12.7%
3	普通	28	35.4%
4	同意	28	35.4%
5	非常同意	13	16.5%

*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.***# status_a: 職位****Information** [Type= continuous] [Format=numeric] [Range= 1-3] [Missing=*]**Statistics [NW/ W]** [Valid=79 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	高階主管	11	13.9%
2	中階主管	41	51.9%
3	基層主管	27	34.2%

*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.***# age_a: 年齡****Information** [Type= continuous] [Format=numeric] [Range= 30-61] [Missing=*]**Statistics [NW/ W]** [Valid=78 /-] [Invalid=1 /-] [Mean=43.103 /-] [StdDev=7.026 /-]**# tj_a: 任本職位之年資****Information** [Type= continuous] [Format=numeric] [Range= 0.1-22] [Missing=*]**Statistics [NW/ W]** [Valid=78 /-] [Invalid=1 /-] [Mean=5.583 /-] [StdDev=5.156 /-]**# tc_a: 任本公司之年資****Information** [Type= continuous] [Format=numeric] [Range= 0.1-30] [Missing=*]**Statistics [NW/ W]** [Valid=79 /-] [Invalid=0 /-] [Mean=8.782 /-] [StdDev=7.232 /-]

File : data2

company: 公司

Information [Type= discrete] [Format=character] [Missing=*]

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
001		3	1.3%
002		3	1.3%
003		3	1.3%
004		3	1.3%
005		3	1.3%
007		3	1.3%
008		3	1.3%
010		3	1.3%
011		3	1.3%
012		3	1.3%
013		3	1.3%
014		3	1.3%
016		3	1.3%
017		3	1.3%
019		3	1.3%
020		3	1.3%
021		3	1.3%
022		3	1.3%
023		3	1.3%
025		3	1.3%
027		3	1.3%
028		3	1.3%
029		3	1.3%
030		3	1.3%
031		3	1.3%
032		3	1.3%
033		3	1.3%
034		3	1.3%
035		3	1.3%
036		3	1.3%
038		3	1.3%
039		3	1.3%
040		3	1.3%
041		3	1.3%
042		3	1.3%
043		3	1.3%
044		3	1.3%
045		3	1.3%
046		3	1.3%
047		3	1.3%
048		3	1.3%

File : data2

company: 公司

Value	Label	Cases	Percentage
050		3	1.3%
051		3	1.3%
052		3	1.3%
053		3	1.3%
054		3	1.3%
055		3	1.3%
056		3	1.3%
057		3	1.3%
058		3	1.3%
059		3	1.3%
060		3	1.3%
061		3	1.3%
062		3	1.3%
063		3	1.3%
064		3	1.3%
065		3	1.3%
066		3	1.3%
067		3	1.3%
068		3	1.3%
069		3	1.3%
070		3	1.3%
071		3	1.3%
073		3	1.3%
074		3	1.3%
075		3	1.3%
076		3	1.3%
077		3	1.3%
078		3	1.3%
079		3	1.3%
081		3	1.3%
082		3	1.3%
083		3	1.3%
084		3	1.3%
085		3	1.3%
086		3	1.3%
087		3	1.3%
088		3	1.3%
089		3	1.3%

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.

dept: 部門

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

File : data2

dept: 部門

Value	Label	Cases	Percentage
2		237	100.0%

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.

no: 編號

Information [Type= discrete] [Format=character] [Missing=*]

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1		78	32.9%
2		79	33.3%
3		79	33.3%
4		1	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.

a_1: 1.部門名稱

Information [Type= discrete] [Format=character] [Missing=*]

Statistics [NW/ W] [Valid=231 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
ACDRD3		1	0.4%
ADM		3	1.3%
CS		1	0.4%
DandC		1	0.4%
EHS		1	0.4%
EVA廠製造課		1	0.4%
FT01		1	0.4%
GM		1	0.4%
HR		1	0.4%
IC設計部		1	0.4%
IT		1	0.4%
LCD製造		1	0.4%
LLDP廠		1	0.4%
MFG		1	0.4%
MKT		1	0.4%
Market eCom		1	0.4%
PM		1	0.4%
QAQS		1	0.4%
QRA		1	0.4%
RD		1	0.4%
SQE		1	0.4%
TGBUSales		1	0.4%
cad技術處		1	0.4%
turbopump部		1	0.4%
下游產品部		3	1.3%
人力發展課		1	0.4%
企劃		1	0.4%

File : data2

a_1: 1.部門名稱

Value	Label	Cases	Percentage
企劃資訊組		1	0.4%
估算法		1	0.4%
供應部		1	0.4%
保服部		1	0.4%
先進材料		1	0.4%
內部稽核室		1	0.4%
內銷		1	0.4%
全球採購		1	0.4%
公共事務		1	0.4%
冷調事業部		2	0.9%
分行		1	0.4%
品保		1	0.4%
品保部		3	1.3%
商品企劃		1	0.4%
商用業務組		1	0.4%
國外業務部		1	0.4%
圖管部		1	0.4%
壽險部		1	0.4%
客服營運		1	0.4%
客服部		3	1.3%
封裝製造部		1	0.4%
專利法務部		1	0.4%
工務部		1	0.4%
工務課		1	0.4%
工廠		1	0.4%
工程研發		1	0.4%
工程部		2	0.9%
廠務部		2	0.9%
後製生產部		1	0.4%
應技服務部		1	0.4%
技術服務部		1	0.4%
技術處		1	0.4%
技術課		1	0.4%
採購		1	0.4%
採購管理		1	0.4%
採購課		1	0.4%
採購部		9	3.9%
操作部門		1	0.4%
放射科		1	0.4%
文創營業處		1	0.4%
新產品介紹		1	0.4%
晶粒製造部		1	0.4%
松高業務部		1	0.4%

File : data2

a_1: 1.部門名稱

Value	Label	Cases	Percentage
核保部		1	0.4%
業務		3	1.3%
業務營運部		1	0.4%
業務處		2	0.9%
業務部		8	3.5%
業務銷售		1	0.4%
業務開發		1	0.4%
流動管理		1	0.4%
營業		4	1.7%
營業一部		1	0.4%
營業三部		1	0.4%
營業部		1	0.4%
營運		2	0.9%
營運部		1	0.4%
生產三		1	0.4%
生產管理部		1	0.4%
生產處		1	0.4%
生產計劃		1	0.4%
生產課		1	0.4%
生產部		3	1.3%
生管		3	1.3%
產品工程處		1	0.4%
產品登記		1	0.4%
產品研發		1	0.4%
產品行銷		1	0.4%
甲骨文部		1	0.4%
真空事業處		1	0.4%
研發		3	1.3%
研發二部		1	0.4%
研發品管		1	0.4%
研發處		1	0.4%
研發部		2	0.9%
礮粉廠		1	0.4%
磊晶設備部		1	0.4%
票卷中心		1	0.4%
稽核室		1	0.4%
策略採購部		1	0.4%
管理部		2	0.9%
經營企劃gm		1	0.4%
經營管理		1	0.4%
綜食開發部		1	0.4%
維修部門		1	0.4%
總務課		1	0.4%

File : data2

a_1: 1.部門名稱

Value	Label	Cases	Percentage
總管理處		1	0.4%
總資訊部		1	0.4%
績效發展處		1	0.4%
職安衛生		1	0.4%
自動化工程		1	0.4%
自動設備部		1	0.4%
行政倉儲部		1	0.4%
行政管理處		1	0.4%
行政部		1	0.4%
行銷		2	0.9%
行銷企劃部		1	0.4%
裝試工場		1	0.4%
製一部		1	0.4%
製技工程部		2	0.9%
製程		1	0.4%
製程改善		1	0.4%
製造		1	0.4%
製造中心		1	0.4%
製造工程部		1	0.4%
製造技術處		1	0.4%
製造課		1	0.4%
製造調和課		1	0.4%
製造部		6	2.6%
訓練部		1	0.4%
設備工程部		1	0.4%
設備技術		1	0.4%
設備維護		1	0.4%
設備部		1	0.4%
設計電氣組		1	0.4%
護理部		1	0.4%
財務		1	0.4%
財務會計		1	0.4%
財務行政部		1	0.4%
財務部		4	1.7%
資整中心		1	0.4%
資材採購		2	0.9%
資材採購部		1	0.4%
資材處		1	0.4%
資材部		3	1.3%
資管部		1	0.4%
資訊室		1	0.4%
資訊處		1	0.4%
資訊課		2	0.9%

File : data2

a_1: 1.部門名稱

Value	Label	Cases	Percentage
資訊部		9	3.9%
車設二處		1	0.4%
車設處		1	0.4%
醫事部		1	0.4%
醫照事業部		1	0.4%
金融部		1	0.4%
開發部		1	0.4%
關務		1	0.4%
電信事業部		1	0.4%
靶材製造處		1	0.4%
食品餐飲		1	0.4%
飯店部		1	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.

a_1_2: 屬性

Information	[Type= continuous] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=235 /-] [Invalid=2 /-]

Value	Label	Cases	Percentage
1	生產製造或作業服務	76	32.3%
2	工程研發	29	12.3%
3	製程設備	11	4.7%
4	行銷企劃	19	8.1%
5	業務銷售	34	14.5%
6	售後服務	8	3.4%
7	行政支援	58	24.7%

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.

a_2: 2.部門規模: 現有編制內員工人數—人

Information	[Type= continuous] [Format=numeric] [Range= 2-3600] [Missing=*]
Statistics [NW/ W]	[Valid=234 /-] [Invalid=3 /-] [Mean=95.295 /-] [StdDev=349.236 /-]

a_3: 3.部門現有編制內員工人數佔公司總人數比率

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=236 /-] [Invalid=1 /-]

Value	Label	Cases	Percentage
1	少於10%	157	66.5%
2	10-19%	41	17.4%
3	20~29%	14	5.9%
4	30~49%	12	5.1%
5	50%以上	12	5.1%

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.

a_4: 4.部門支出預算約佔全公司年度預算比率

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=234 /-] [Invalid=3 /-]

File : data2

a_4: 4.部門支出預算約佔全公司年度預算比率

Value	Label	Cases	Percentage
1	少於10%	146	62.4%
2	10-19%	38	16.2%
3	20-29%	24	10.3%
4	30-49%	15	6.4%
5	50%以上	11	4.7%

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.

a_5_1: 5.問卷填答人資訊:職位

Information	[Type= continuous] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]	[Valid=236 /-] [Invalid=1 /-]		
Value	Label	Cases	Percentage
1	高階主管	59	25.0%
2	中階主管	119	50.4%
3	基層主管	50	21.2%
4	其他: _	8	3.4%

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.

a_5_2: 5.問卷填答人資訊:年齡

Information	[Type= continuous] [Format=numeric] [Range= 26-63] [Missing=*]
Statistics [NW/ W]	[Valid=234 /-] [Invalid=3 /-] [Mean=43.154 /-] [StdDev=6.524 /-]

a_5_3: 5.問卷填答人資訊:任本職位之年資

Information	[Type= continuous] [Format=numeric] [Range= 0.1-27] [Missing=*]
Statistics [NW/ W]	[Valid=235 /-] [Invalid=2 /-] [Mean=5.302 /-] [StdDev=5.152 /-]

a_5_4: 5.問卷填答人資訊:任本公司之年資

Information	[Type= continuous] [Format=numeric] [Range= 0.1-32] [Missing=*]
Statistics [NW/ W]	[Valid=235 /-] [Invalid=2 /-] [Mean=10.536 /-] [StdDev=7.346 /-]

b_a_1: 1.公司揭示的經營理念, 能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	4	1.7%
3	普通	39	16.5%
4	同意	157	66.2%
5	非常同意	36	15.2%

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_a_2: 2.公司提出的願景, 能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%

File : data2

b_a_2: 2.公司提出的願景, 能符合多數員工期待

Value	Label	Cases	Percentage
2	不同意	7	3.0%
3	普通	46	19.4%
4	同意	149	62.9%
5	非常同意	34	14.3%

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_a_3: 3.公司訂定的長期發展目標, 能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	11	4.6%
3	普通	50	21.1%
4	同意	149	62.9%
5	非常同意	27	11.4%

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_a_4: 4.公司宣示的價值觀, 能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	7	3.0%
3	普通	51	21.5%
4	同意	136	57.4%
5	非常同意	42	17.7%

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_a_5: 5.報章雜誌對公司經營理念的正向報導, 能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	5	2.1%
3	普通	62	26.2%
4	同意	122	51.5%
5	非常同意	46	19.4%

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_a_6: 6.公司傳達經營理念的作法, 能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	7	3.0%

File : data2

b_a_6: 6.公司傳達經營理念的作法，能符合多數員工期待

Value	Label	Cases	Percentage
3	普通	63	26.6%
4	同意	137	57.8%
5	非常同意	29	12.2%

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_a_7: 7.公司隨處可見經營理念的標語，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	14	5.9%
3	普通	74	31.2%
4	同意	116	48.9%
5	非常同意	33	13.9%

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.

b_b_8: 8.公司重視對社區與環境的責任，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	11	4.6%
3	普通	74	31.2%
4	同意	113	47.7%
5	非常同意	38	16.0%

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_b_9: 9.公司重視企業社會責任的形象，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	6	2.5%
3	普通	62	26.2%
4	同意	113	47.7%
5	非常同意	55	23.2%

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_b_10: 10.公司產品(服務)的品質，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	9	3.8%
3	普通	38	16.0%

File : data2

b_b_10: 10.公司產品(服務)的品質, 能符合多數員工期待

Value	Label	Cases	Percentage
4	同意	147	62.0%
5	非常同意	42	17.7%

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_b_11: 11.公司具有的良好聲譽, 能符合員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	5	2.1%
3	普通	28	11.8%
4	同意	138	58.2%
5	非常同意	64	27.0%

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_c_12: 12.公司提供廣泛的訓練課程, 能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	17	7.2%
3	普通	71	30.0%
4	同意	116	48.9%
5	非常同意	32	13.5%

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_c_13: 13.公司每年提供很多訓練課程, 能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	20	8.4%
3	普通	69	29.1%
4	同意	111	46.8%
5	非常同意	35	14.8%

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.

b_c_14: 14.公司對新進員工有正式的訓練, 能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	13	5.5%
3	普通	52	21.9%
4	同意	134	56.5%

File : data2

b_c_14: 14.公司對新進員工有正式的訓練，能符合多數員工期待

Value	Label	Cases	Percentage
5	非常同意	37	15.6%

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_c_15: 15.公司有正式訓練以提升員工升遷的機會，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
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Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	22	9.3%
3	普通	87	36.7%
4	同意	106	44.7%
5	非常同意	20	8.4%

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_d_16: 16.公司提供員工固定薪資的水準，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
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Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	非常不同意	3	1.3%
2	不同意	13	5.5%
3	普通	94	39.7%
4	同意	106	44.7%
5	非常同意	21	8.9%

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.

b_d_17: 17.公司依據員工的學歷給予薪資，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
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Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	16	6.8%
3	普通	95	40.1%
4	同意	104	43.9%
5	非常同意	21	8.9%

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.

b_d_18: 18.公司依據員工的技術給予薪資，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
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Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	非常不同意	4	1.7%
2	不同意	11	4.6%
3	普通	85	35.9%
4	同意	117	49.4%
5	非常同意	20	8.4%

File : data2

b_d_18: 18.公司依據員工的技術給予薪資，能符合多數員工期待

Warning: 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_d_19: 19.公司提供法令規定應有的員工福利(如，保險、休假、退休、健康檢查、職災預防與補償)，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	5	2.1%
3	普通	30	12.7%
4	同意	122	51.5%
5	非常同意	78	32.9%

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.

b_d_20: 20.公司提供法令規定之外的員工福利(如，節慶禮金、年資獎金、離職金、婚育賀禮、傷病慰問、急難救助等)，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	7	3.0%
3	普通	49	20.7%
4	同意	115	48.5%
5	非常同意	65	27.4%

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_f_21: 21.公司提供員工舒適、寬敞、清潔的工作環境(空調、光線、座位)，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	5	2.1%
3	普通	31	13.1%
4	同意	141	59.5%
5	非常同意	59	24.9%

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.

b_f_22: 22.公司注重員工工作場所的工業安全(空氣、噪音、機器)，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	3	1.3%
3	普通	33	13.9%
4	同意	137	57.8%
5	非常同意	62	26.2%

File : data2

b_f_22: 22.公司注重員工工作場所的工業安全(空氣、噪音、機器)，能符合多數員工期待

Warning: 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_f_23: 23.公司提供員工方便的停車空間，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.7%
2	不同意	22	9.3%
3	普通	68	28.7%
4	同意	95	40.1%
5	非常同意	48	20.3%

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_f_24: 24.公司提供員工足夠及方便的廁所/休息室，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	13	5.5%
3	普通	44	18.6%
4	同意	119	50.2%
5	非常同意	61	25.7%

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_g_25: 25.公司提供員工可長期工作的保障，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	12	5.1%
3	普通	36	15.2%
4	同意	130	54.9%
5	非常同意	59	24.9%

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.

b_g_26: 26.公司不任意解雇員工，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	8	3.4%
3	普通	24	10.1%
4	同意	124	52.3%
5	非常同意	79	33.3%

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.

File : data2

b_g_27: 27.公司提供員工完全的工作保障，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	10	4.2%
3	普通	37	15.6%
4	同意	135	57.0%
5	非常同意	55	23.2%

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_g_28: 28.公司只在萬不得已時才會裁員，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	9	3.8%
3	普通	28	11.8%
4	同意	129	54.4%
5	非常同意	71	30.0%

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_h_29: 29.公司的主管們常以無偏私的方式做決策，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	3	1.3%
2	不同意	16	6.8%
3	普通	82	34.6%
4	同意	114	48.1%
5	非常同意	22	9.3%

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_h_30: 30.公司的主管們會重視員工的額外付出，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	21	8.9%
3	普通	65	27.4%
4	同意	134	56.5%
5	非常同意	16	6.8%

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.

b_h_31: 31.公司的主管們瞭解並認同員工對工作的額外努力，能符合多數員工期待

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

File : data2

b_h_31: 31.公司的主管們瞭解並認同員工對工作的額外努力，能符合多數員工期待

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	12	5.1%
3	普通	70	29.5%
4	同意	133	56.1%
5	非常同意	21	8.9%

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.

b_h_32: 32.公司的主管們關心員工個人的福利，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	15	6.3%
3	普通	79	33.3%
4	同意	117	49.4%
5	非常同意	25	10.5%

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_h_33: 33.公司的主管們關心員工對工作方面的滿意度，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	6	2.5%
3	普通	83	35.0%
4	同意	128	54.0%
5	非常同意	18	7.6%

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_h_34: 34.公司的主管們會為員工的工作成果感到驕傲，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	8	3.4%
3	普通	73	30.8%
4	同意	131	55.3%
5	非常同意	24	10.1%

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_I_35: 35.公司每個職務的工作說明書經常更新，能符合多數員工期待

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

Statistics [NW/ W] [Valid=237 /-] [Invalid=0 /-]

File : data2

b_I_35: 35.公司每個職務的工作說明書經常更新，能符合多數員工期待

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	37	15.6%
3	普通	109	46.0%
4	同意	83	35.0%
5	非常同意	7	3.0%

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_I_36: 36.公司工作說明書詳述每位員工的責任，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	26	11.0%
3	普通	103	43.5%
4	同意	97	40.9%
5	非常同意	9	3.8%

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.

b_I_37: 37.公司允許員工採取主動或個人判斷來執行工作，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	18	7.6%
3	普通	81	34.2%
4	同意	127	53.6%
5	非常同意	10	4.2%

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_I_38: 38.公司讓員工有足夠的自主權決定如何完成工作，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	12	5.1%
3	普通	89	37.6%
4	同意	121	51.1%
5	非常同意	13	5.5%

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_I_39: 39.公司讓員工有機會獨立自由的選擇執行工作的方式，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=237 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	27	11.4%
3	普通	76	32.1%
4	同意	119	50.2%
5	非常同意	13	5.5%
<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_I_40: 40.公司安排員工有許多不同的內容的工作，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=237 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	24	10.1%
3	普通	97	40.9%
4	同意	106	44.7%
5	非常同意	10	4.2%
<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_I_41: 41.公司安排員工達成多元的任務，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=237 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	17	7.2%
3	普通	109	46.0%
4	同意	100	42.2%
5	非常同意	10	4.2%
<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_I_42: 42.公司安排員工工作的成果，會對他人的生活(或工作)有重大影響，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=237 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	17	7.2%
3	普通	107	45.1%
4	同意	103	43.5%
5	非常同意	9	3.8%
<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_I_43: 43.公司安排的工作讓員工能夠從頭到尾完成某項業務，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=237 /-] [Invalid=0 /-]	

# b_I_43: 43.公司安排的工作讓員工能夠從頭到尾完成某項業務，能符合多數員工期待			
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	14	5.9%
3	普通	73	30.8%
4	同意	137	57.8%
5	非常同意	13	5.5%
<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_j_44: 44.公司的工作通常不會干擾到員工個人的生活，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=237 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	22	9.3%
3	普通	65	27.4%
4	同意	124	52.3%
5	非常同意	25	10.5%
<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_j_45: 45.公司的工作不會使員工難以享受個人生活，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=237 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	17	7.2%
3	普通	68	28.7%
4	同意	129	54.4%
5	非常同意	23	9.7%
<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_j_46: 46.公司員工不必為工作需要而先放下個人生活，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=237 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	21	8.9%
3	普通	74	31.2%
4	同意	123	51.9%
5	非常同意	18	7.6%
<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_j_47: 47.公司的員工在工作與生活之間不會失去平衡，能符合多數員工期待			
Information		[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]	
Statistics [NW/ W]		[Valid=237 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	非常不同意	0	
2	不同意	25	10.5%

b_j_47: 47.公司的員工在工作與生活之間不會失去平衡，能符合多數員工期待

Value	Label	Cases	Percentage
3	普通	70	29.5%
4	同意	122	51.5%
5	非常同意	20	8.4%

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_j_48: 48.公司的工作常帶給員工更好的心情，能符合多數員工期待

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	22	9.3%
3	普通	101	42.6%
4	同意	97	40.9%
5	非常同意	15	6.3%

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.

c_a_1: 1.公司積極從事研發工作，以追求技術的創新

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	13	5.5%
3	普通	62	26.2%
4	同意	120	50.6%
5	非常同意	40	16.9%

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.

c_a_2: 2.公司提供客戶多樣化的產品或服務

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	5	2.1%
3	普通	39	16.5%
4	同意	136	57.4%
5	非常同意	56	23.6%

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.

c_a_3: 3.公司傾向專精於現有產品改良與製成績效提升，而不輕易開發新產品

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.7%
2	不同意	68	28.7%
3	普通	77	32.5%
4	同意	69	29.1%

c_a_3: 3.公司傾向專精於現有產品改良與製成績效提升，而不輕易開發新產品

Value	Label	Cases	Percentage
5	非常同意	19	8.0%

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.

c_a_4: 4.公司擁有不同類型的顧客群，而非集中於少數客戶

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
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Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	非常不同意	6	2.5%
2	不同意	31	13.1%
3	普通	53	22.4%
4	同意	111	46.8%
5	非常同意	36	15.2%

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.

c_a_5: 5.公司以提供客戶更多的產品/服務項目為目標

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
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Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	9	3.8%
3	普通	48	20.3%
4	同意	135	57.0%
5	非常同意	44	18.6%

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.

c_a_6: 6.公司投注大量資源(人力、物力、財力)於產品/服務的市場行銷工作

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
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Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	36	15.2%
3	普通	84	35.4%
4	同意	88	37.1%
5	非常同意	27	11.4%

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.

c_a_7: 7.公司以提供客戶更新奇、有創意的產品/服務為目標

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
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Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]
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Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	25	10.5%
3	普通	83	35.0%
4	同意	99	41.8%
5	非常同意	28	11.8%

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.

# c_a_8: 8.公司策略傾向於維護既有的市場地位，而非積極擴張至新市場			
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	6	2.5%
2	不同意	67	28.3%
3	普通	81	34.2%
4	同意	72	30.4%
5	非常同意	11	4.6%
<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>			
# c_a_9: 9.公司以提供客戶種類單純、價格低廉的產品/服務為目標			
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	23	9.7%
2	不同意	91	38.4%
3	普通	66	27.8%
4	同意	48	20.3%
5	非常同意	9	3.8%
<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>			
# c_b_10: 10.與同業比較，過去三年公司營收成長率明顯優於其他公司			
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	6	2.5%
2	不同意	38	16.0%
3	普通	80	33.8%
4	同意	86	36.3%
5	非常同意	27	11.4%
<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>			
# c_b_11: 11.與同業比較，過去三年公司獲利率明顯優於其他公司			
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1	非常不同意	5	2.1%
2	不同意	43	18.1%
3	普通	80	33.8%
4	同意	84	35.4%
5	非常同意	25	10.5%
<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>			
# c_b_12: 12.與同業比較，過去三年公司市場佔有率明顯優於其他公司			
Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]		
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]		

c_b_12: 12.與同業比較，過去三年公司市場佔有率明顯優於其他公司

Value	Label	Cases	Percentage
1	非常不同意	6	2.5%
2	不同意	43	18.1%
3	普通	76	32.1%
4	同意	87	36.7%
5	非常同意	25	10.5%

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.

c_b_13: 13.與同業比較，過去三年公司整體經營績效明顯優於其他公司

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	2.5%
2	不同意	39	16.5%
3	普通	83	35.0%
4	同意	79	33.3%
5	非常同意	30	12.7%

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.

c_c_14: 14.部門關鍵職位出缺、對外求才時，會吸引許多合格的求職者來應徵

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.7%
2	不同意	29	12.2%
3	普通	89	37.6%
4	同意	96	40.5%
5	非常同意	19	8.0%

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.

c_c_15: 15.部門通知甄選面談時，應徵關鍵職位的求職者都會按照指定時間出現

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	13	5.5%
3	普通	70	29.5%
4	同意	134	56.5%
5	非常同意	18	7.6%

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.

c_c_16: 16.部門錄用的關鍵職位求職者肯定都會按時報到上班

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.7%
2	不同意	23	9.7%

c_c_16: 16.部門錄用的關鍵職位求職者肯定都會按時報到上班

Value	Label	Cases	Percentage
3	普通	70	29.5%
4	同意	125	52.7%
5	非常同意	15	6.3%

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.

c_c_17: 17.部門關鍵職位出缺，通常在很短時間之內就能(從外部)找到合適的人才

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	6	2.5%
2	不同意	66	27.8%
3	普通	105	44.3%
4	同意	52	21.9%
5	非常同意	8	3.4%

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.

c_c_18: 18.部門新進關鍵人才大都表現出十足的工作熱忱

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	9	3.8%
3	普通	87	36.7%
4	同意	121	51.1%
5	非常同意	18	7.6%

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.

c_d_19: 19.部門關鍵人才能夠滿足目前經營上的需要

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	1	0.4%
2	不同意	30	12.7%
3	普通	72	30.4%
4	同意	116	48.9%
5	非常同意	18	7.6%

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.

c_d_20: 20.部門關鍵人才能夠因應未來三年經營計劃上的需要

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	2	0.8%
2	不同意	41	17.3%
3	普通	77	32.5%
4	同意	103	43.5%

c_d_20: 20.部門關鍵人才能夠因應未來三年經營計劃上的需要

Value	Label	Cases	Percentage
5	非常同意	14	5.9%

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.

c_d_21: 21.部門已做好人才準備面對未來的競爭

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	4	1.7%
2	不同意	47	19.8%
3	普通	78	32.9%
4	同意	92	38.8%
5	非常同意	16	6.8%

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.

c_d_22: 22.部門沒有關鍵人才不足的困擾

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	11	4.6%
2	不同意	76	32.1%
3	普通	80	33.8%
4	同意	59	24.9%
5	非常同意	11	4.6%

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.

c_d_23: 23.部門關鍵人才的流動率很低

Information	[Type= continuous] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=237 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	非常不同意	5	2.1%
2	不同意	31	13.1%
3	普通	61	25.7%
4	同意	114	48.1%
5	非常同意	26	11.0%

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.