

台灣 (Taiwan, ROC)

葉桂珍

儒家工作倫理、西方創新價值、與  
企業實踐倫理與社會責任間關係探討

**Study Documentation**

March 19, 2020

# Metadata Production

<b>Metadata Producer(s)</b>	學術調查研究資料庫(Survey Research Data Archive) (SRDA) , 中央研究院人社中心調查研究專題中心, DDI文件製作
<b>Production Date</b>	March 10, 2019
<b>Version</b>	2.0版, 參考IHSN Nesstar Template修改
<b>Identification</b>	E10705

# Table of Contents

<u>Overview</u> .....	4
<u>Scope &amp; Coverage</u> .....	4
<u>Producers &amp; Sponsors</u> .....	4
<u>Data Collection</u> .....	4
<u>Data Processing &amp; Appraisal</u> .....	5
<u>Accessibility</u> .....	5
<u>Files Description</u> .....	6
<u>data</u> .....	6
<u>Variables Group(s)</u> .....	7
<u>壹、上司之管理風格</u> .....	7
<u>貳、公司文化</u> .....	7
<u>參、社會企業責任</u> .....	8
<u>肆、公司工作環境與員工之道德感</u> .....	9
<u>伍、個人工作績效</u> .....	9
<u>陸、公司基本資料</u> .....	10
<u>柒、個人基本資料</u> .....	10
<u>Variables Description</u> .....	11
<u>data</u> .....	12

**儒家工作倫理、西方創新價值、與企業實踐倫理與社會責任間關係探討**  
*Exploring the Relationships Among Confucian Work Ethics, Western Innovative Values, and Corporate Ethics and Social Responsibility Practices*

<b>Overview</b>	
<b>Identification</b>	E10705
<b>Version</b>	Production Date: 2021-08-01
<b>Abstract</b>	
<p>華人社會立基於儒家思想，顯示出多禮、認真工作、不抱怨，有利於建立和諧、非以自我為中心之社會。但是，或許因過於強調科技成果，儒家式倫理相關研究多數強調一般性哲學與理論想法，較少探討華人傳統價值與西方新思維整合後的社會影響性實證研究。</p> <p>本文的貢獻主要以此為主題，探討華人的勤勞與體諒傳統是否與西方的創新文化與教練式管理同時存在於華人企業，並且有助員工學習「工作倫理」和「社會責任」(Work Ethics and Social Responsibilities)。</p> <p>研究並將這個WESR模式衍伸至有利於人力資源領域的工作績效效能。透過多個PLS分析過程，研究結果提供一揭露管理者如何與組織共同合作，以培養一穩健的倫理系統，使員工得透過該組織系統學習倫理價值以及對社會負責的行為，而不僅僅是學習必要的工作技能。</p> <p>實驗結果支援本研究提出的模式與假設，主要的管理意涵直指：管理者是一直接介入組織環境之監督者，因此比起組織文化，管理者可以更有效率地幫助員工瞭解企業倫理與對社會負責之重要性。</p>	
<b>Kind of Data</b>	抽查
<b>Unit of Analysis</b>	個人

<b>Scope &amp; Coverage</b>	
<b>Time Period(s)</b>	2018-2019
<b>Countries</b>	台灣 (Taiwan, ROC)
<b>Geographic Coverage</b>	
台灣地區	
<b>Universe</b>	
業界人士(金融,製造,電力事業,服務業)	

<b>Producers &amp; Sponsors</b>	
<b>Primary Investigator(s)</b>	葉桂珍
<b>Other Producer(s)</b>	國立成功大學企業管理系
<b>Funding Agency/ies</b>	科技部

<b>Data Collection</b>	
<b>Data Collection Dates</b>	start 2018-05-10 end 2019-06-10
<b>Time Period(s)</b>	start 2018-08-01 end 2019-10-15
<b>Data Collection Mode</b>	網路調查

## 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

<b>Contact(s)</b>	學術調查研究資料庫(Survey Research Data Archive) (中央研究院人社中心調查研究專題中心) , <a href="https://srda.sinica.edu.tw">https://srda.sinica.edu.tw</a> , <a href="mailto:srda@gate.sinica.edu.tw">srda@gate.sinica.edu.tw</a>
<b>Distributor(s)</b>	學術調查研究資料庫(Survey Research Data Archive)
<b>Depositor(s)</b>	國立成功大學企業管理系

### Access Conditions

標準版(一般會員、院內會員申請下載)

# Files Description

Dataset contains 1 file(s)

<b>data</b>	
<b># Cases</b>	219
<b># Variable(s)</b>	81

# Variables Group(s)

Dataset contains 7 group(s)

Group 壹、上司之管理風格							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	m1	1. 重視制度與規定的建立	discrete	numeric-2.0	219	0	-
2	m2	2. 注重工作或任務的時程管理	discrete	numeric-2.0	219	0	-
3	m3	3. 會給予員工明確的工作指示	discrete	numeric-2.0	219	0	-
4	m4	4. 會參與並與員工討論工作或任務內容	discrete	numeric-2.0	219	0	-
5	m5	5. 會給予員工工作或任務上的必要支持	discrete	numeric-2.0	219	0	-
6	m6	6. 不接受下屬以含糊、不切實際的態度執行工作	discrete	numeric-2.0	219	0	-
7	m7	7. 在決策上，傾向徵詢相關人員意見後才作決定	discrete	numeric-2.0	219	0	-
8	m8	8. 常自己一人就做決策	discrete	numeric-2.0	219	0	-
9	m9	9. 不太對下屬授權	discrete	numeric-2.0	219	0	-
10	m10	10. 強調階級式之管理體制	discrete	numeric-2.0	219	0	-
11	m11	11. 強調上對下、權力式之管理	discrete	numeric-2.0	219	0	-
12	m12	12. 基於職權差距，常和員工間保持距離	discrete	numeric-2.0	219	0	-
13	m13	13. 和下屬間幾乎沒什麼互動	discrete	numeric-2.0	219	0	-
14	m14	14. 開會時並不多言，且員工也不太發表意見	discrete	numeric-2.0	219	0	-

Group 貳、公司文化							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	c1	1. 只要不是故意犯錯或不努力執行業務，任務失敗時會被原諒	discrete	numeric-2.0	219	0	-
2	c2	2. 公司重視員工在工作上的努力勝於產出	discrete	numeric-2.0	219	0	-
3	c3	3. 公司認同「失敗為成功之母」的工作哲學	discrete	numeric-2.0	219	0	-
4	c4	4. 高階主管時常於公開場合獎勵有創意的員工	discrete	numeric-2.0	219	0	-
5	c5	5. 公司容許員工在工作上方嘗試新試驗	discrete	numeric-2.0	219	0	-
6	c6	6. 公司樂意試用員工所提的新提案	discrete	numeric-2.0	219	0	-
7	c7	7. 公司會儘量讓員工在工作上有自主性	discrete	numeric-2.0	219	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
8	c8	8. 在許可範圍內，員工常可自行決定其解決問題的方法	discrete	numeric-2.0	219	0	-
9	c9	9. 工作分派後，只要不妨礙他人，公司仍會容許員工自行調整工作進度	discrete	numeric-2.0	219	0	-
10	c10	10. 雖然工作上難免衝突與批評，但大家會尊重彼此的想法	discrete	numeric-2.0	219	0	-
11	c11	11. 開會時，員工皆樂意發表意見，即使是與他人相左之意見	discrete	numeric-2.0	219	0	-
12	c12	12. 當工作上有所衝突時，大家會嘗試協調與溝通	discrete	numeric-2.0	219	0	-
13	c13	13. 公司重視員工的專業知識勝於年資	discrete	numeric-2.0	219	0	-
14	c14	14. 公司重視員工的工作能力勝於人際關係	discrete	numeric-2.0	219	0	-
15	c15	15. 在升遷上，公司會先考慮員工的工作表現，其次才是年資	discrete	numeric-2.0	219	0	-

### Group 參、社會企業責任

#	Name	Label	Type	Format	Valid	Invalid	Question
1	d1	1. 公平對待員工	discrete	numeric-2.0	219	0	-
2	d2	2. 尊重本國人士在國外工作的人權	discrete	numeric-2.0	219	0	-
3	d3	3. 尊重外籍勞工之人權	discrete	numeric-2.0	219	0	-
4	d4	4. 與競爭對手公平競爭	discrete	numeric-2.0	219	0	-
5	d5	5. 不使用對環境有害的物質	discrete	numeric-2.0	219	0	-
6	d6	6. 各種措施皆對環境負責	discrete	numeric-2.0	219	0	-
7	d7	7. 發生事情時能誠實、正直的講出實情	discrete	numeric-2.0	219	0	-
8	d8	8. 貢獻資源於社區藝術與文化活動上	discrete	numeric-2.0	219	0	-
9	d9	9. 貢獻資源於社會對飢餓或暴力行為之認知上	discrete	numeric-2.0	219	0	-
10	d10	10. 貢獻資源於獎學金、學生實習等教育議題上	discrete	numeric-2.0	219	0	-
11	d11	11. 支援領養與寄養小孩與家庭議題	discrete	numeric-2.0	219	0	-
12	d12	12. 支援對抗AIDS、癌症、疾病等公共健康活動	discrete	numeric-2.0	219	0	-
13	d13	13. 與消費者建立長期關係	discrete	numeric-2.0	219	0	-
14	d14	14. 樂意聆聽社區的聲音	discrete	numeric-2.0	219	0	-
15	d15	15. 樂意聆聽消費者聲音並投入資源創新產品	discrete	numeric-2.0	219	0	-
16	d16	16. 願意聽取並依照政府規定做事	discrete	numeric-2.0	219	0	-



#	Name	Label	Type	Format	Valid	Invalid	Question
17	d17	17. 願意聆聽報紙與媒體的聲音	discrete	numeric-2.0	219	0	-
18	d18	18. 願意聽取工商協會的意見	discrete	numeric-2.0	219	0	-
19	d19	19. 對企業經營上的各種批評保持開放的態度	discrete	numeric-2.0	219	0	-
20	d20	總體而言，您是否瞭解以上企業社會責任的內容？	discrete	numeric-2.0	219	0	-

**Group 肆、公司工作環境與員工之道德感**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	e1	1. 應以對他人最有好處的事為著眼點	discrete	numeric-2.0	219	0	-
2	e2	2. 應以顧客及大眾的利益為優先	discrete	numeric-2.0	219	0	-
3	e3	3. 應以事情是否違背道德為做事時的優先考量	discrete	numeric-2.0	219	0	-
4	e4	4. 當個人與社會利益衝突時，應以社會利益為優先	discrete	numeric-2.0	219	0	-
5	e5	5. 當公司規定與個人標準有違時，以公司規定為優先	discrete	numeric-2.0	219	0	-
6	e6	6. 公司有不道德的行為時，員工應向外反應	discrete	numeric-2.0	219	0	-
7	e7	7. 應清楚自己的對錯判斷，不受公司影響	discrete	numeric-2.0	219	0	-
8	e8	8. 不應為了個人升遷或發展，犧牲道德標準	discrete	numeric-2.0	219	0	-
9	e9	9. 不應和公司外朋友談到公司內部機密議題	discrete	numeric-2.0	219	0	-
10	e10	10. 員工以不道德的行為增進公司利益時，該員工應受處罰	discrete	numeric-2.0	219	0	-
11	e11	11. 除非公司授權，不應擅自複印公司內部機密資料	discrete	numeric-2.0	219	0	-
12	e12	12. 即使公司無明文規定，也應注意不道德的事情	discrete	numeric-2.0	219	0	-

**Group 伍、個人工作績效**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	p1	1. 能找到問題的核心	discrete	numeric-2.0	219	0	-
2	p2	2. 能有效地利用時間	discrete	numeric-2.0	219	0	-
3	p3	3. 能提出可能的答案	discrete	numeric-2.0	219	0	-
4	p4	4. 不會僅拋出問題、不提想法	discrete	numeric-2.0	219	0	-
5	p5	5. 能清楚連結目標與達成方法	discrete	numeric-2.0	219	0	-
6	p6	6. 不需特別激勵，就會對工作充滿熱忱	discrete	numeric-2.0	219	0	-

#	Name	Label	Type	Format	Valid	Invalid	Question
7	p7	7. 能有效地利用時間	discrete	numeric-2.0	219	0	-
8	p8	8. 有所計畫、並能依計畫內容確實執行	discrete	numeric-2.0	219	0	-
9	p9	9. 工作表現一向優於其他人	discrete	numeric-2.0	219	0	-
10	p10	10. 在公司的績效一向良好	discrete	numeric-2.0	219	0	-

**Group 陸、公司基本資料**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	ci1	1. 所屬產業	discrete	numeric-1.0	219	0	-
2	ci2	2. 公司屬性	discrete	numeric-1.0	219	0	-

**Group 柒、個人基本資料**

#	Name	Label	Type	Format	Valid	Invalid	Question
1	no	編號	discrete	character-2	219	0	-
2	bi1	1. 性別	discrete	numeric-1.0	219	0	-
3	bi2	2. 年齡	discrete	numeric-1.0	219	0	-
4	bi3	3. 學歷	discrete	numeric-1.0	219	0	-
5	bi4	4. 目前在公司職位	discrete	numeric-1.0	219	0	-
6	bi5	5. 如果是主管, 位居	discrete	numeric-1.0	219	0	-
7	bi6	6. 工作年資(含以前公司)	discrete	numeric-1.0	219	0	-
8	bi7	7. 目前職位年資	discrete	numeric-1.0	219	0	-

# Variables Description

Dataset contains 81 variable(s)

## File : data

# no: 編號

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

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1		1	0.5%
10		11	5.0%
11		11	5.0%
12		11	5.0%
13		11	5.0%
14		11	5.0%
15		11	5.0%
16		11	5.0%
17		11	5.0%
18		11	5.0%
19		11	5.0%
2		1	0.5%
20		11	5.0%
21		11	5.0%
22		1	0.5%
23		1	0.5%
24		1	0.5%
25		1	0.5%
26		1	0.5%
27		1	0.5%
28		1	0.5%
29		1	0.5%
3		1	0.5%
30		1	0.5%
31		1	0.5%
32		1	0.5%
33		1	0.5%
34		1	0.5%
35		1	0.5%
36		1	0.5%
37		1	0.5%
38		1	0.5%
39		1	0.5%
4		1	0.5%
40		1	0.5%
41		1	0.5%
42		1	0.5%
43		1	0.5%
44		1	0.5%
45		1	0.5%
46		1	0.5%

**File : data**

# no: 編號

Value	Label	Cases	Percentage
47		1	0.5%
48		1	0.5%
49		1	0.5%
5		1	0.5%
50		1	0.5%
51		1	0.5%
52		1	0.5%
53		1	0.5%
54		1	0.5%
55		1	0.5%
56		1	0.5%
57		1	0.5%
58		1	0.5%
59		1	0.5%
6		1	0.5%
60		1	0.5%
61		1	0.5%
62		1	0.5%
63		1	0.5%
64		1	0.5%
65		1	0.5%
66		1	0.5%
67		1	0.5%
68		1	0.5%
69		1	0.5%
7		1	0.5%
70		1	0.5%
71		1	0.5%
72		1	0.5%
73		1	0.5%
74		1	0.5%
75		1	0.5%
76		1	0.5%
77		1	0.5%
78		1	0.5%
79		1	0.5%
8		1	0.5%
80		1	0.5%
81		1	0.5%
82		1	0.5%
83		1	0.5%
84		1	0.5%
85		1	0.5%

## File : data

# no: 編號

Value	Label	Cases	Percentage
86		1	0.5%
87		1	0.5%
88		1	0.5%
89		1	0.5%
9		1	0.5%
90		1	0.5%
91		1	0.5%
92		1	0.5%
93		1	0.5%
94		1	0.5%
95		1	0.5%
96		1	0.5%
97		1	0.5%
98		1	0.5%
99		1	0.5%

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.

# m1: 1. 重視制度與規定的建立

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	1	0.5%
2	不同意	2	0.9%
3	稍不同意	14	6.4%
4	普通	25	11.4%
5	稍同意	52	23.7%
6	同意	67	30.6%
7	完全同意	58	26.5%

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.

# m2: 2. 注重工作或任務的時程管理

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	0	
2	不同意	4	1.8%
3	稍不同意	11	5.0%
4	普通	25	11.4%
5	稍同意	42	19.2%
6	同意	73	33.3%
7	完全同意	64	29.2%

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.

# m3: 3. 會給予員工明確的工作指示

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

## File : data

### # m3: 3. 會給予員工明確的工作指示

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	4	1.8%
2	不同意	9	4.1%
3	稍不同意	13	5.9%
4	普通	42	19.2%
5	稍同意	69	31.5%
6	同意	46	21.0%
7	完全同意	36	16.4%

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.

### # m4: 4. 會參與並與員工討論工作或任務內容

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	3	1.4%
2	不同意	4	1.8%
3	稍不同意	15	6.8%
4	普通	28	12.8%
5	稍同意	71	32.4%
6	同意	51	23.3%
7	完全同意	47	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.

### # m5: 5. 會給予員工工作或任務上的必要支持

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	3	1.4%
2	不同意	8	3.7%
3	稍不同意	17	7.8%
4	普通	28	12.8%
5	稍同意	68	31.1%
6	同意	55	25.1%
7	完全同意	40	18.3%

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.

### # m6: 6. 不接受下屬以含糊、不切實際的態度執行工作

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	0	
2	不同意	6	2.7%
3	稍不同意	10	4.6%
4	普通	32	14.6%

## File : data

### # m6: 6. 不接受下屬以含糊、不切實際的態度執行工作

Value	Label	Cases	Percentage
5	稍同意	56	25.6%
6	同意	62	28.3%
7	完全同意	53	24.2%

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.

### # m7: 7. 在決策上，傾向徵詢相關人員意見後才作決定

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	15	6.8%
2	不同意	32	14.6%
3	稍不同意	34	15.5%
4	普通	44	20.1%
5	稍同意	38	17.4%
6	同意	37	16.9%
7	完全同意	19	8.7%

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.

### # m8: 8. 常自己一人就做決策

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	13	5.9%
2	不同意	24	11.0%
3	稍不同意	44	20.1%
4	普通	50	22.8%
5	稍同意	53	24.2%
6	同意	23	10.5%
7	完全同意	12	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.

### # m9: 9. 不太對下屬授權

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	20	9.1%
2	不同意	34	15.5%
3	稍不同意	50	22.8%
4	普通	47	21.5%
5	稍同意	37	16.9%
6	同意	23	10.5%
7	完全同意	8	3.7%

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



## File : data

### # m10: 10. 強調階級式之管理體制

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	20	9.1%
2	不同意	23	10.5%
3	稍不同意	32	14.6%
4	普通	43	19.6%
5	稍同意	43	19.6%
6	同意	36	16.4%
7	完全同意	22	10.0%

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.

### # m11: 11. 強調上對下、權力式之管理

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	23	10.5%
2	不同意	28	12.8%
3	稍不同意	29	13.2%
4	普通	42	19.2%
5	稍同意	39	17.8%
6	同意	35	16.0%
7	完全同意	23	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.

### # m12: 12. 基於職權差距，常和員工間保持距離

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	29	13.2%
2	不同意	39	17.8%
3	稍不同意	48	21.9%
4	普通	36	16.4%
5	稍同意	39	17.8%
6	同意	22	10.0%
7	完全同意	6	2.7%

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.

### # m13: 13. 和下屬間幾乎沒什麼互動

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	50	22.8%
2	不同意	43	19.6%
3	稍不同意	54	24.7%

## File : data

### # m13: 13. 和下屬間幾乎沒什麼互動

Value	Label	Cases	Percentage
4	普通	29	13.2%
5	稍同意	24	11.0%
6	同意	12	5.5%
7	完全同意	7	3.2%

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.

### # m14: 14. 開會時並不多言，且員工也不太發表意見

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	32	14.6%
2	不同意	49	22.4%
3	稍不同意	53	24.2%
4	普通	38	17.4%
5	稍同意	27	12.3%
6	同意	14	6.4%
7	完全同意	6	2.7%

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.

### # c1: 1. 只要不是故意犯錯或不努力執行業務，任務失敗時會被原諒

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	4	1.8%
2	不同意	14	6.4%
3	稍不同意	14	6.4%
4	普通	33	15.1%
5	稍同意	64	29.2%
6	同意	55	25.1%
7	完全同意	35	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.

### # c2: 2. 公司重視員工在工作上的努力勝於產出

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	17	7.8%
2	不同意	26	11.9%
3	稍不同意	40	18.3%
4	普通	46	21.0%
5	稍同意	44	20.1%
6	同意	24	11.0%
7	完全同意	22	10.0%

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.

**File : data**

## # c3: 3. 公司認同「失敗為成功之母」的工作哲學

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	19	8.7%
2	不同意	32	14.6%
3	稍不同意	48	21.9%
4	普通	60	27.4%
5	稍同意	30	13.7%
6	同意	22	10.0%
7	完全同意	8	3.7%

*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.*

## # c4: 4. 高階主管時常於公開場合獎勵有創意的員工

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	18	8.2%
2	不同意	20	9.1%
3	稍不同意	27	12.3%
4	普通	50	22.8%
5	稍同意	50	22.8%
6	同意	35	16.0%
7	完全同意	19	8.7%

*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.*

## # c5: 5. 公司容許員工在工作上多方嘗試新試驗

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	12	5.5%
2	不同意	23	10.5%
3	稍不同意	35	16.0%
4	普通	36	16.4%
5	稍同意	65	29.7%
6	同意	32	14.6%
7	完全同意	16	7.3%

*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.*

## # c6: 6. 公司樂意試用員工所提的新提案

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	7	3.2%
2	不同意	30	13.7%
3	稍不同意	26	11.9%

**File : data**

## # c6: 6. 公司樂意試用員工所提的新提案

Value	Label	Cases	Percentage
4	普通	45	20.5%
5	稍同意	61	27.9%
6	同意	37	16.9%
7	完全同意	13	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.

## # c7: 7. 公司會儘量讓員工在工作上有自主性

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	7	3.2%
2	不同意	20	9.1%
3	稍不同意	26	11.9%
4	普通	35	16.0%
5	稍同意	68	31.1%
6	同意	45	20.5%
7	完全同意	18	8.2%

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.

## # c8: 8. 在許可範圍內，員工常可自行決定其解決問題的方法

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	4	1.8%
2	不同意	12	5.5%
3	稍不同意	17	7.8%
4	普通	32	14.6%
5	稍同意	71	32.4%
6	同意	63	28.8%
7	完全同意	20	9.1%

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.

## # c9: 9. 工作分派後，只要不妨礙他人，公司仍會容許員工自行調整工作進度

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	4	1.8%
2	不同意	6	2.7%
3	稍不同意	12	5.5%
4	普通	40	18.3%
5	稍同意	71	32.4%
6	同意	61	27.9%
7	完全同意	25	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.

## File : data

# c10: 10. 雖然工作上難免衝突與批評，但大家會尊重彼此的想法

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	3	1.4%
2	不同意	5	2.3%
3	稍不同意	15	6.8%
4	普通	41	18.7%
5	稍同意	67	30.6%
6	同意	58	26.5%
7	完全同意	30	13.7%

*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.*

# c11: 11. 開會時，員工皆樂意發表意見，即使是與他人相左之意見

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	10	4.6%
2	不同意	20	9.1%
3	稍不同意	33	15.1%
4	普通	42	19.2%
5	稍同意	55	25.1%
6	同意	35	16.0%
7	完全同意	24	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.*

# c12: 12. 當工作上有衝突時，大家會嘗試協調與溝通

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	4	1.8%
2	不同意	8	3.7%
3	稍不同意	14	6.4%
4	普通	34	15.5%
5	稍同意	78	35.6%
6	同意	53	24.2%
7	完全同意	28	12.8%

*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.*

# c13: 13. 公司重視員工的專業知識勝於年資

**Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	23	10.5%
2	不同意	27	12.3%
3	稍不同意	19	8.7%

## File : data

### # c13: 13. 公司重視員工的專業知識勝於年資

Value	Label	Cases	Percentage
4	普通	37	16.9%
5	稍同意	34	15.5%
6	同意	44	20.1%
7	完全同意	35	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.

### # c14: 14. 公司重視員工的工作能力勝於人際關係

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	11	5.0%
2	不同意	23	10.5%
3	稍不同意	29	13.2%
4	普通	45	20.5%
5	稍同意	51	23.3%
6	同意	33	15.1%
7	完全同意	27	12.3%

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.

### # c15: 15. 在升遷上，公司會先考慮員工的工作表現，其次才是年資

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	19	8.7%
2	不同意	29	13.2%
3	稍不同意	20	9.1%
4	普通	37	16.9%
5	稍同意	38	17.4%
6	同意	50	22.8%
7	完全同意	26	11.9%

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.

### # d1: 1. 公平對待員工

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	1	0.5%
2	不重要	4	1.8%
3	稍微不重要	10	4.6%
4	普通	12	5.5%
5	稍微重要	40	18.3%
6	重要	53	24.2%
7	絕對重要	99	45.2%

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.

## File : data

### # d2: 2. 尊重本國人士在國外工作的人權

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	0	
2	不重要	0	
3	稍微不重要	6	2.7%
4	普通	31	14.2%
5	稍微重要	33	15.1%
6	重要	67	30.6%
7	絕對重要	82	37.4%

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.

### # d3: 3. 尊重外籍勞工之人權

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	0	
2	不重要	2	0.9%
3	稍微不重要	7	3.2%
4	普通	39	17.8%
5	稍微重要	45	20.5%
6	重要	49	22.4%
7	絕對重要	77	35.2%

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.

### # d4: 4. 與競爭對手公平競爭

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	4	1.8%
2	不重要	2	0.9%
3	稍微不重要	9	4.1%
4	普通	26	11.9%
5	稍微重要	50	22.8%
6	重要	64	29.2%
7	絕對重要	64	29.2%

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.

### # d5: 5. 不使用對環境有害的物質

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	2	0.9%
2	不重要	3	1.4%
3	稍微不重要	4	1.8%

## File : data

### # d5: 5. 不使用對環境有害的物質

Value	Label	Cases	Percentage
4	普通	20	9.1%
5	稍微重要	45	20.5%
6	重要	43	19.6%
7	絕對重要	102	46.6%

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.

### # d6: 6. 各種措施皆對環境負責

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	1	0.5%
2	不重要	1	0.5%
3	稍微不重要	7	3.2%
4	普通	26	11.9%
5	稍微重要	32	14.6%
6	重要	58	26.5%
7	絕對重要	94	42.9%

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.

### # d7: 7. 發生事情時能誠實、正直的講出實情

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	0	
2	不重要	4	1.8%
3	稍微不重要	7	3.2%
4	普通	17	7.8%
5	稍微重要	34	15.5%
6	重要	64	29.2%
7	絕對重要	93	42.5%

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.

### # d8: 8. 貢獻資源於社區藝術與文化活動上

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	3	1.4%
2	不重要	4	1.8%
3	稍微不重要	13	5.9%
4	普通	37	16.9%
5	稍微重要	46	21.0%
6	重要	51	23.3%
7	絕對重要	65	29.7%

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



**File : data****# d9: 9. 貢獻資源於社會對飢餓或暴力行為之認知上****Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	3	1.4%
2	不重要	9	4.1%
3	稍微不重要	11	5.0%
4	普通	42	19.2%
5	稍微重要	44	20.1%
6	重要	58	26.5%
7	絕對重要	52	23.7%

*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.***# d10: 10. 貢獻資源於獎學金、學生實習等教育議題上****Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	3	1.4%
2	不重要	5	2.3%
3	稍微不重要	6	2.7%
4	普通	35	16.0%
5	稍微重要	49	22.4%
6	重要	62	28.3%
7	絕對重要	59	26.9%

*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.***# d11: 11. 支援領養與寄養等小孩與家庭議題****Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	9	4.1%
2	不重要	9	4.1%
3	稍微不重要	9	4.1%
4	普通	54	24.7%
5	稍微重要	55	25.1%
6	重要	47	21.5%
7	絕對重要	36	16.4%

*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.***# d12: 12. 支援對抗AIDS、癌症、疾病等公共健康活動****Information** [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]**Statistics [NW/ W]** [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	6	2.7%
2	不重要	9	4.1%
3	稍微不重要	11	5.0%

## File : data

### # d12: 12. 支援對抗AIDS、癌症、疾病等公共健康活動

Value	Label	Cases	Percentage
4	普通	49	22.4%
5	稍微重要	55	25.1%
6	重要	48	21.9%
7	絕對重要	41	18.7%

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.

### # d13: 13. 與消費者建立長期關係

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	1	0.5%
2	不重要	2	0.9%
3	稍微不重要	5	2.3%
4	普通	17	7.8%
5	稍微重要	30	13.7%
6	重要	63	28.8%
7	絕對重要	101	46.1%

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.

### # d14: 14. 樂意聆聽社區的聲音

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	3	1.4%
2	不重要	5	2.3%
3	稍微不重要	11	5.0%
4	普通	28	12.8%
5	稍微重要	50	22.8%
6	重要	58	26.5%
7	絕對重要	64	29.2%

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.

### # d15: 15. 樂意聆聽消費者聲音並投入資源創新產品

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	1	0.5%
2	不重要	5	2.3%
3	稍微不重要	6	2.7%
4	普通	29	13.2%
5	稍微重要	46	21.0%
6	重要	61	27.9%
7	絕對重要	71	32.4%

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.

## File : data

### # d16: 16. 願意聽取並依照政府規定做事

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	1	0.5%
2	不重要	6	2.7%
3	稍微不重要	0	
4	普通	14	6.4%
5	稍微重要	36	16.4%
6	重要	56	25.6%
7	絕對重要	106	48.4%

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.

### # d17: 17. 願意聆聽報紙與媒體的聲音

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	7	3.2%
2	不重要	5	2.3%
3	稍微不重要	11	5.0%
4	普通	32	14.6%
5	稍微重要	64	29.2%
6	重要	56	25.6%
7	絕對重要	44	20.1%

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.

### # d18: 18. 願意聽取工商協會的意見

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	3	1.4%
2	不重要	4	1.8%
3	稍微不重要	7	3.2%
4	普通	30	13.7%
5	稍微重要	58	26.5%
6	重要	60	27.4%
7	絕對重要	57	26.0%

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.

### # d19: 19. 對企業經營上的各種批評保持開放的態度

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不重要	1	0.5%
2	不重要	3	1.4%
3	稍微不重要	7	3.2%

**File : data**

## # d19: 19. 對企業經營上的各種批評保持開放的態度

Value	Label	Cases	Percentage
4	普通	22	10.0%
5	稍微重要	45	20.5%
6	重要	68	31.1%
7	絕對重要	73	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.

## # d20: 總體而言，您是否瞭解以上企業社會責任的內容？

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	絕對不瞭解	0	
2	不瞭解	1	0.5%
3	稍微不瞭解	5	2.3%
4	普通	20	9.1%
5	稍微瞭解	61	27.9%
6	瞭解	73	33.3%
7	絕對瞭解	59	26.9%

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.

**# e1: 1. 應以對他人最有利的事為著眼點**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	完全不同意	7	3.2%
2	不同意	5	2.3%
3	稍不同意	13	5.9%
4	普通	47	21.5%
5	稍同意	64	29.2%
6	同意	46	21.0%
7	完全同意	37	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.*

**# e2: 2. 應以顧客及大眾的利益為優先**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	完全不同意	3	1.4%
2	不同意	4	1.8%
3	稍不同意	8	3.7%
4	普通	26	11.9%
5	稍同意	67	30.6%
6	同意	65	29.7%
7	完全同意	46	21.0%

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

**# e3: 3. 應以事情是否違背道德為做事時的優先考量**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	完全不同意	7	3.2%
2	不同意	3	1.4%
3	稍不同意	10	4.6%
4	普通	22	10.0%
5	稍同意	32	14.6%
6	同意	66	30.1%
7	完全同意	79	36.1%

*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.*

**# e4: 4. 當個人與社會利益衝突時，應以社會利益為優先**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	完全不同意	4	1.8%
2	不同意	4	1.8%
3	稍不同意	9	4.1%
4	普通	36	16.4%

# e4: 4. 當個人與社會利益衝突時，應以社會利益為優先

Value	Label	Cases	Percentage
5	稍同意	66	30.1%
6	同意	60	27.4%
7	完全同意	40	18.3%

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.

# e5: 5. 當公司規定與個人標準有違時，以公司規定為優先

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	2	0.9%
2	不同意	2	0.9%
3	稍不同意	9	4.1%
4	普通	30	13.7%
5	稍同意	56	25.6%
6	同意	62	28.3%
7	完全同意	58	26.5%

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.

# e6: 6. 公司有不道德的行為時，員工應向外反應

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	4	1.8%
2	不同意	9	4.1%
3	稍不同意	10	4.6%
4	普通	35	16.0%
5	稍同意	39	17.8%
6	同意	69	31.5%
7	完全同意	53	24.2%

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.

# e7: 7. 應清楚自己的對錯判斷，不受公司影響

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	3	1.4%
2	不同意	4	1.8%
3	稍不同意	11	5.0%
4	普通	23	10.5%
5	稍同意	55	25.1%
6	同意	60	27.4%
7	完全同意	63	28.8%

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.

# e8: 8. 不應為了個人升遷或發展，犧牲道德標準

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

# e8: 8. 不應為了個人升遷或發展，犧牲道德標準

Value	Label	Cases	Percentage
1	完全不同意	7	3.2%
2	不同意	5	2.3%
3	稍不同意	11	5.0%
4	普通	20	9.1%
5	稍同意	25	11.4%
6	同意	67	30.6%
7	完全同意	84	38.4%

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.

# e9: 9. 不應和公司外朋友談到公司內部機密議題

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	1	0.5%
2	不同意	2	0.9%
3	稍不同意	1	0.5%
4	普通	11	5.0%
5	稍同意	28	12.8%
6	同意	50	22.8%
7	完全同意	126	57.5%

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.

# e10: 10. 員工以不道德的行為增進公司利益時，該員工應受處罰

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	3	1.4%
2	不同意	2	0.9%
3	稍不同意	5	2.3%
4	普通	20	9.1%
5	稍同意	36	16.4%
6	同意	62	28.3%
7	完全同意	91	41.6%

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.

# e11: 11. 除非公司授權，不應擅自複印公司內部機密資料

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	1	0.5%
2	不同意	0	
3	稍不同意	3	1.4%
4	普通	11	5.0%
5	稍同意	14	6.4%
6	同意	49	22.4%
7	完全同意	141	64.4%

# e11: 11. 除非公司授權，不應擅自複印公司內部機密資料

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

# e12: 12. 即使公司無明文規定，也應注意不道德的事情

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	2	0.9%
2	不同意	1	0.5%
3	稍不同意	0	
4	普通	10	4.6%
5	稍同意	21	9.6%
6	同意	54	24.7%
7	完全同意	131	59.8%

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.

# p1: 1. 能找到問題的核心

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	2	0.9%
2	不同意	0	
3	稍不同意	4	1.8%
4	普通	16	7.3%
5	稍同意	66	30.1%
6	同意	78	35.6%
7	完全同意	53	24.2%

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.

# p2: 2. 能有效地利用時間

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	1	0.5%
2	不同意	0	
3	稍不同意	2	0.9%
4	普通	24	11.0%
5	稍同意	63	28.8%
6	同意	78	35.6%
7	完全同意	51	23.3%

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.

# p3: 3. 能提出可能的答案

Information [Type= discrete] [Format=numeric] [Range= 1-7] [Missing=\*]

Statistics [NW/ W] [Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	完全不同意	2	0.9%
2	不同意	0	



# p3: 3. 能提出可能的答案

Value	Label	Cases	Percentage
3	稍不同意	1	0.5%
4	普通	19	8.7%
5	稍同意	62	28.3%
6	同意	87	39.7%
7	完全同意	48	21.9%

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.

# p4: 4. 不會僅拋出問題、不提想法

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	完全不同意	5	2.3%
2	不同意	6	2.7%
3	稍不同意	15	6.8%
4	普通	27	12.3%
5	稍同意	47	21.5%
6	同意	69	31.5%
7	完全同意	50	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.

# p5: 5. 能清楚連結目標與達成方法

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	完全不同意	2	0.9%
2	不同意	0	
3	稍不同意	5	2.3%
4	普通	20	9.1%
5	稍同意	49	22.4%
6	同意	88	40.2%
7	完全同意	55	25.1%

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.

# p6: 6. 不需特別激勵，就會對工作充滿熱忱

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
--------------------	--

<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]
---------------------------	-------------------------------

Value	Label	Cases	Percentage
1	完全不同意	12	5.5%
2	不同意	12	5.5%
3	稍不同意	24	11.0%
4	普通	39	17.8%
5	稍同意	53	24.2%
6	同意	47	21.5%
7	完全同意	32	14.6%

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.

# p7: 7. 能有效地利用時間			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	完全不同意	1	0.5%
2	不同意	2	0.9%
3	稍不同意	5	2.3%
4	普通	31	14.2%
5	稍同意	58	26.5%
6	同意	72	32.9%
7	完全同意	50	22.8%
<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>			
# p8: 8. 有所計畫、並能依計畫內容確實執行			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	完全不同意	1	0.5%
2	不同意	1	0.5%
3	稍不同意	4	1.8%
4	普通	25	11.4%
5	稍同意	57	26.0%
6	同意	86	39.3%
7	完全同意	45	20.5%
<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>			
# p9: 9. 工作表現一向優於其他人			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	完全不同意	2	0.9%
2	不同意	3	1.4%
3	稍不同意	13	5.9%
4	普通	39	17.8%
5	稍同意	69	31.5%
6	同意	67	30.6%
7	完全同意	26	11.9%
<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>			
# p10: 10. 在公司的績效一向良好			
Information		[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]	
Statistics [NW/ W]		[Valid=219 /-] [Invalid=0 /-]	
Value	Label	Cases	Percentage
1	完全不同意	3	1.4%
2	不同意	1	0.5%
3	稍不同意	14	6.4%
4	普通	39	17.8%

# p10: 10. 在公司的績效一向良好

Value	Label	Cases	Percentage
5	稍同意	78	35.6%
6	同意	63	28.8%
7	完全同意	21	9.6%

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.

# ci1: 1. 所屬產業

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 0-5] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	電力相關產業	37	16.9%
1	金融業	91	41.6%
2	服務業	15	6.8%
3	製造業	71	32.4%
4	科技業	1	0.5%
5	醫藥業	4	1.8%

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.

# ci2: 2. 公司屬性

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 0-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	國營企業	86	39.3%
1	民營企業	122	55.7%
2	外資企業	7	3.2%
3	其他	4	1.8%

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.

# bi1: 1. 性別

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	男性	106	48.4%
1	女性	113	51.6%

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.

# bi2: 2. 年齡

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 0-9] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	25歲以下	32	14.6%
1	25-30歲	84	38.4%
2	30-35歲	46	21.0%
3	35-40歲	29	13.2%
4	40-45歲	16	7.3%
5	45-50歲	3	1.4%
6	50-55歲	3	1.4%

**# bi2: 2. 年齡**

Value	Label	Cases	Percentage
7	55-60歲	3	1.4%
8	60-65歲	3	1.4%
9	65歲以上	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.*

**# bi3: 3. 學歷**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 0-4] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	高中職	7	3.2%
1	專科	3	1.4%
2	大學	138	63.0%
3	碩士	69	31.5%
4	博士	2	0.9%

*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.*

**# bi4: 4. 目前在公司職位**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 0-6] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	主管	30	13.7%
1	一般行政人員	69	31.5%
2	銷售工程師	45	20.5%
3	工程師(研發工程師、品質管理工程師、系統分析師)	33	15.1%
4	技術人員	10	4.6%
5	顧問	1	0.5%
6	其他	31	14.2%

*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.*

**# bi5: 5. 如果是主管, 位居**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 0-3] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	基層主管	124	56.6%
1	中階主管	16	7.3%
2	高階主管	1	0.5%
3	其它	78	35.6%

*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.*

**# bi6: 6. 工作年資(含以前公司)**

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 0-9] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	1年以內	19	8.7%
1	1-3年	50	22.8%
2	1-5年	44	20.1%

# bi6: 6. 工作年資(含以前公司)

Value	Label	Cases	Percentage
3	1-10年	52	23.7%
4	1-15年	33	15.1%
5	1-20年	10	4.6%
6	1-25年	2	0.9%
7	1-30年	5	2.3%
8	1-35年	2	0.9%
9	35年以上	2	0.9%

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.

# bi7: 7. 目前職位年資

<b>Information</b>	[Type= discrete] [Format=numeric] [Range= 0-9] [Missing=*]
<b>Statistics [NW/ W]</b>	[Valid=219 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0	1年以內	57	26.0%
1	1-3年	78	35.6%
2	1-5年	32	14.6%
3	1-10年	28	12.8%
4	1-15年	13	5.9%
5	1-20年	5	2.3%
6	1-25年	2	0.9%
7	1-30年	3	1.4%
8	1-35年	0	
9	35年以上	1	0.5%

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.