

各級護理學校應屆畢業生之工作價值及其對專業承諾的影響

Work Value and Professional Commitment among New Graduates of Nursing Schools

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摘要

本研究之目的在瞭解各級護理學校應屆畢業生的工作價值和對護理專業的承諾度，同時分析工作價值與專業承諾間的相關性。本研究採問卷調查法，問卷內容包括：個人屬性、工作價值量表和專業承諾量表三部份。本研究共發出問卷 945 份，回收之有效問卷 824 份。研究結果如下：工作價值得分之平均值為 4.26 (標準差 0.49)，其中以工作滿足平均得分最高為 4.47 (標準差 0.55)。專業承諾得分之平均值為 3.74 (標準差 0.39)，其中以專業倫理得分最高為 4.30 (標準差 0.42)；個人屬性中性別、教育體系和入學原因的不同，會影響工作價值的得分；性別、宗教信仰、學制、教育體系和入學原因的不同，會影響專業承諾的得分；工作價值和專業承諾呈現顯著的正相關 ($r=4.2$)，工作價值得分越高，專業承諾的得分也越高。

Abstract

The purposes of this study were to explore the work value and professional commitment and the relationship between these two variables among new graduates from different levels of nursing schools. A cross-sectional survey was conducted using demographic questionnaires, the work value instrument, and the professional commitment questionnaires. Among the 945 questionnaires mailed, 824 were completed. The mean score of work value was 4.26 (SD = 0.49). Job satisfaction had the highest subscale score with a mean score of 4.47 (SD = 0.55). The mean score of professional commitment was 3.74 (SD = 0.39). The highest subscale was professional ethics with a mean score of 4.30 (SD = 0.42). Gender, education system, and reason for school entrance were associated with work value. Gender, religion, education level, education system and reason of school entrance were associated with professional commitment. Work value was positively related to professional commitment ($r = 4.2$).