

護理人員工作相關灌能之探討－比較護理人員實際感受與 期望間之差異

A Study of Nurses' Job-Related Empowerment: A Comparison of Perception and Expectation among Nurses

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摘要

本研究目的主要探討護理人員實際感受與期望工作相關灌能之差異。研究工具採相對應性灌能量表測量工作相關灌能。研究對象來自兩家教學醫院護理人員，採分層隨機抽樣，總樣本數為 374 位。以平均值、皮爾森積差相關、t 檢定、配對 t 檢定、單因子變異分析以及薛費氏事後比較等方法進行統計分析。研究結果顯示：(1) 護理人員實際感受工作相關灌能在中等程度 ($M=9.37, SD=1.67$)，期望工作相關灌能總平均值為 12.07 ($SD=1.28$)；(2) 護理人員實際感受與期望工作相關灌能達顯著性差異，實際感受工作相關灌能平均值比期望為低；(3) 護理人員之婚姻、職稱、教育程度、專業職等、參與各層面小組等基本屬性不同，其實際感受工作相關灌能呈顯著性差異，而年齡、醫院年資、單位年資與實際感受工作相關灌能呈顯著性相關；(4) 護理人員之職稱、部層面小組、醫院別等屬性不同，其期望工作相關灌能有顯著性差異。本研究結果建議未來研究方向，並提供護理教育課程設計及行政管理之參考。

Abstract

The purpose of this study was to explore the job-related empowerment perceived and expected by staff nurses and the relationship between the perceived job-related empowerment and that expected. The Reciprocal Empowerment Scale was used to assess the level of job-related empowerment. The sample for this study consisted of 374 staff nurses from two teaching hospitals using stratified random sampling. The statistical methods used were based on the arithmetic mean, Pearson product-moment correlation, independent t test, paired t test and one-way ANOVA/Scheffe's method. The results of this study were as follows: (1) The mean (SD) of the perceived job-related empowerment of nurses was in the moderate range ($M=9.37, SD=1.67$) and that of the expected one was 12.07 ($SD=1.28$); (2) There was a significant difference between the perceived job-related empowerment and the expected. The perceived job - related empowerment was significantly lower than the expected empowerment; (3) The perceived job-related empowerment of nurses

was significantly related to their demographic variables, such as marital status, their positions, clinical ladder levels, unit teams, division teams and department teams. It was positively related to their age, working years in the unit, and working years in the hospital; and (4) The expected job-related empowerment of nurses was significantly related to their demographic variables, such as their positions, department teams, hospitals they were working for. The results of this study have provided important implications for nursing administration, and nursing education, as well as directions for future studies.