護理人員激勵與工作投入相關性之探討

A Study of the Relationship between Motivation and

Job Involvement among Staff Nurses

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摘要

本研究之目的是探討護理人員對激勵因素的實際感受與工作投入之相關性,同時了解護理人員對激勵因素需求的分佈。本研究採橫斷面調查研究方法,調查對象是在台北市醫學中心或區哉醫院,服務滿六個月的臨床護理人員,研究工具爲「激勵因素量表」、「工作投入量表」及「內外控取向量表」結構型問卷。本研究採方便取樣,共發出問卷 624 份,有效回收率 92.8%。問卷回收後,以描述性分析、t 檢定、單因子變異數分析、薛費氏事後比較、皮樂森積差相關及簡單線性回歸分析等方法進行資料分析。研究結果發現:(1)護理人員對激勵需求的平均值爲 4.01;高於實際感受 3.06;(2)護理人員的激勵需求類別前三項爲:(3)護理人員對激勵因素的需求與單位服務年資、醫院評鑑類別、服務單位性質之不同呈現顯著差異;(4)護理人員對激勵因素的實際感受與醫院經營型態、服務單位性質之不同呈現顯著差異;(5)護理人員所服務醫院經營型態不同與其工作投入呈現顯著差異;(6)護理人員對激勵因素的實際感受可以顯著地預測其工作投入,回歸檢測可解釋 15%的變異量。研究結果證實,滿足護理人員激勵因素需求,可激發其工作投入,建議單位尤其加強護理人員「人際關系」、「領導」及「成就」三方面的激勵。

Abstract

The purpose of this study was to understand the relationship between motivation and job involvement, and staff nurses motivation needs. The study used a cross-sectional method. Subjects were recruited by convenience sampling from medical centers and regional hospitals in Taipei. Inclusion criterion was staff nurses with more than six months working experience. Motivation Scale, Job Involvement Scale and Personality Scale were used for data collection. Six hundred and twenty four questionnaires were sent out with a valid response rate of 92.8%. Data were analyzed using descriptive statistics, t-test, one way ANOVA, Scheffe's posteriori comparison, Pearson's correlation and simple linear regression. Major findings of this study were as follows: (1)The mean of staff nurses' motivation needs (4.01) was greater than the mean of staff nurses perception of motivation needs (3.06). (2)The top three needs of motivation factor were: interpersonal relations; leadership; achievement. (3)Unit working experience, accrediting degree of hosptal, and working unit had significant impacts on nurses' motivation needs. (4)Management type of hospital and working unit had significant impacts on nurses'

perception of motivation needs. (5)Management type of hospital had significant impact on nurses' job involvement. (6)Staff nurses' perception of motivation needs could predict their job involvement ($R^2=0.15$, $p<0.001$). Results showed that if motivation needs were satisfied, staff nurses would be more involved in their work. It is suggested that we can focus on motivation needs of interpersonal relations, leadership and achievement.