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• 計畫英文名稱	Relationship Between Hospital Employees' Perceptions of Equity of Compensation and Work Attitudes	
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• 研究人員	黃國哲；楊哲銘；楊哲銘 Huang, Kuo-Cherh；Yang, Cheming；Yang, Che-Ming	
• 中文關鍵字	醫院管理；薪酬公平；員工態度；薪酬制度；工作態度	
• 英文關鍵字	Hospital management；Compensation equity；Employee attitude；Compensation system；Job attitude	
• 中文摘要	<p>本研究的目的係深入探討醫療院所員工對薪酬公平的認知，及工作態度相關的影響變數，以提供醫療院所人力資源單位訂定薪酬制度時參考。本研究以加入健保特約並通過醫院評鑑地區教學醫院層級以上之醫院為研究母群體，最後順利完成郵寄問卷調查的醫院計有醫學中心 3 家、區域醫院 19 家、地區醫院 8 家，共有 30 家醫院參與，其中 3 家區域醫院要求對其員工進行普查。最後完成問卷之有效樣本數為 2,938 人。經由單因子變異數分析、薛費事後檢定、逐步複迴歸分析後，結果顯示不同的醫院員工因素(如員工年齡、工作部門、工作年資等)，對員工的薪酬公平認知程度之影響力有顯著差異。不同的醫院員工因素，對員工的工作態度之影響力有顯著差異。薪酬制度的健全程度，對員工對於薪酬公平的認知程度有顯著影響。員工對薪酬公平的認知程度，對其工作態度有顯著影響。</p>	
• 英文摘要	<p>Compensation is widely acknowledged as an important job character in employees' eyes. Health care institutions are a special industry that the compensation difference between employees is great. The difference may have impact on employees' perceptions of equity of compensations; as a result, influencing their work behavior and the quality of care provided. This study aims to explore the relationship between hospital employees' perceptions of equity of compensation and their work attitudes. A self-administered questionnaire was distributed to the participants. The final sample size is 2,938 from 30 hospitals. The statistical analyses used were descriptive analysis, correlation analysis, one-way ANOVA, Scheffe method, and multiple regression analysis. The results indicate that hospital employees; perceptions of equity of compensation are influenced by personal characteristics such as age, work</p>	

department, total years of employment, and the like. Employees' work attitudes are influenced are influenced by age, education, work department, and so on. The design of the compensation system has impacts on employees' perceptions of equity of compensation. Employees' work attitudes are influenced by their perceptions of equity of compensation.