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 actual perception and expectation among nurses

中文摘要

本研究目的在探討護理人員實際感受與期望工作相關灌能間之差異, 及其基本屬性與實際感受及期望工作相關灌能間之相關性. 研究對象來自兩家教學醫院護理人員, 採分層 隨機抽樣, 共發出問卷 453 份, 回收 404 份, 回覆率達 89.19 % ,有效樣本數爲 374 份, 有效 樣本率爲 82.56 % . 研究結果顯示: 1.護理人員實際感受工作相關灌能總平均值爲 9.37(標準差 1.67), 期望工作相關灌能總平均值爲 12.07(標準差 1.28); 2.護理人員實際感受與期望工作相關灌能間達顯著性差異, 實際感受工作相關灌能總平均值比期望之工作相關灌能爲低. 在工作相關灌能各題得分上, 除了第六題與第九題外實際感受與期望間均有顯著性差異; 3.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, 然而在職進修, 工作科別, 醫院別等屬性不同, 護理人員實際 感受工作相關灌能並無顯著性差異. 年齡, 單位年資, 醫院年資與實際感受工作相關灌能呈正相關; 4.護理人員之職稱, 部層面小組, 醫院別等基本屬性不同, 其期望工作相關灌能有顯性差異. 然而婚姻, 教育程度, 在職進修, 工作科別, 專業職等, 單位層面小組, 科層面小組以及院內委員會等基本屬性不同, 護理人員期望工作相關灌能並無顯著性差異. 年齡, 單位年資, 醫院年資與期望工作相關灌能無顯著性相關. 本研究結果建議未來研究方向,護理教育課程設計及提供行政管理之參考.

英文摘要

The purpose of this study is to explore the job-related empowerment perceived and expected by staff nurses and the relationship between the perceived job-related empowerment and the expected one. The sample of this study consistedof staff nurses from two teaching hospitals by using the stratified random sampling. Four hundred fifty three questionnaires were mailed to those who were invited and 404 questionnaires were returned at a response rate of 89.19 % .However, there were 30 questionnaires were dropped from this study So, thefinal sample consisted of 374 participants. Results of this study are as follows:1. The mean (SD) of the perceived job-related empowerment of nurses was 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 empowermentand the expected one of nurses. The perceived job-related empowerment was significantly lower than expected empowerment. For each single item, there wasalso a significant difference between the perceived empowerment and expected empowerment, expect for two items.3. The perceived job-related empowerment of nurses was significantly relatedto their demographic variables, such as marital status, their positions, clinicalladder levels, and unit teams, division teams and department teams. Morever, the perceived job-related empowerment was positively related to their age, workingyears in the unit, and working years in the hospital. It did not differ by the attendance of continuing education programs, their departments, and their hospitals.4. The expected job-related empowerment of nurses was significantly related totheir demographic variables, such as their positions, department teams, and hospitals they were working for. However, it was not significantly relatedto marital status, clinical ladder levels, unit teams, division teams, the attendance of continuing education programs, and work departments. It was alsonot significantly related to their age, their working years in the unit, and their working years in the hospital. The results of this study have providedimportant implications for nursing administration, nursing education, as well as directions for future studies.