

論文摘要

論文名稱：首長警衛工作滿足之研究

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摘 要

本研究目的在探討首長警衛人員之工作滿足，並以人格特質、工作特性為自變項探討其整體關係模式。本研究採問卷調查法，針對首長警衛全體人員 192 人發放問卷，共回收 175 份，有效問卷計 151 份，有效問卷回收率為 78.6%。研究問卷內容包含首長警衛個人基本資料、人格特質量表、工作特性量表及工作滿足量表。問卷調查所得資料運用電腦統計套裝軟體 SPSS for Windows 10.0 版以描述性統計、因素分析、信度分析、單因子變異素分析、Person 積差相關係數、中位數及 sheffe 多重比較檢定等方法進行分析研究。

本研究主要發現如下：

- 一、不同性別、年齡、學歷、婚姻狀況、職務序列、首長警衛年資、職務之首長警衛人員，工作滿足有顯著性差異；不同工作類別則無。
- 二、就人格特質而言，傾向內控人格特質之首長警衛，工作滿足較高；反之，則工作滿足較低。
- 三、就工作特性而言，工作特性越強，則工作滿足越高；反之則越低。
- 四、就首長警衛整體滿足而言，滿意度 3.09，僅略高於中間值，顯示滿意度尚待提昇。

本研究並依據文獻探討及實證研究結果提出建議，供首長警衛專責單位及未來相關研究之參考。

關鍵詞：首長警衛、工作特性、人格特質、工作滿足

Abstract

The purpose of this research is to discuss the working satisfaction of security to high-ranking government officials, and discuss the entire relation model by using personality feature and working feature as independent variable. Total 192 questionnaires were issued to all security to high-ranking government officials, and there were 151 valid questionnaires out of 175 returned questionnaires and the valid questionnaire return rates were 78.6%. The contents of the questionnaire included their personal information, personality inventory, working feature inventory and working satisfaction inventory. The SPSS for Windows 10.0 was applied to analyze the data obtained from the questionnaire by descriptive statistic, factor analysis, reliability analysis, one-way ANOVA, Person's coefficient of production-moment correlation, median and Sheffe's multiple comparison tests.

It is discovered that:

1. Different gender, age, education background, marriage status, career sequence, seniority of security, and career Of security to high-ranking government official has significant difference in working satisfaction; different working category does not have difference.
2. In terms of personality feature, security tends to with personality feature of internal control has higher working satisfaction, and vice versa.
3. In terms of working feature, working satisfaction increases with the working feature, and vice versa.
4. In terms of overall satisfaction of security to high-ranking government officials, the satisfaction is 3.09, which is only higher than medium value, and means the satisfaction needs to be improved.

This research also addresses suggestion according to literature review and empirical research results as references for department of security to high-ranking government officials and future researches.

Keywords: Security to High-ranking Government Officials, Working feature, Personality feature, Working satisfaction