

中小企業薪資不均程度與經營績效成長之實證研究

—以台北縣製造業為例

中文摘要

中小企業為台灣經濟發展的特色，也是台灣經濟命脈生存之所繫。2003年台灣中小企業家數占全部企業家數比重 97.83%；就業總人數占總就業人口 77.56%，其中又以製造業就業及僱用人數比率最高，足見中小企業對台灣社會安定及生活水準的提高，有舉足輕重的貢獻。台灣中小企業普遍多為規模小，且為家族式、集團式的經營型態；在管理上存在諸多缺失，致使企業經營績效受到影響，阻礙了企業的成長。目前有關研究台灣中小企業經營績效的文獻，大抵聚焦於從中小企業財務結構，或從組織之企業特性、經營規模方面進行分析、估計與解釋。至於有關中小企業薪資結構與經營績效成長之關連性分析，目前尚無研究論述。

本研究採用基尼系數以 2003 年至 2004 年台灣台北縣地區中小企業製造業 818 家企業薪資所得為追蹤資料，計算各企業薪資不均程度；並搭配最小平方估計式模型（Ordinary Least Square）的估計，探討影響企業經營績效成長的決定因素。實證結果，企業薪資不均度與平均稅率對企業生產力、稅後淨利成長與淨值成長皆呈顯著正相關；薪資費用占銷售額比率對企業生產力、稅後淨利成長與淨值成長皆呈顯著負相關；企業主年齡對生產力之效果並不顯著，對稅後淨利成長則呈顯著負向關連，對淨值成長則呈顯著正相關；企業主之性別，對生產力、稅後淨利成長及淨值成長不顯著相關；在時間變數實證結果顯示，2004 年與 2003 年之景氣波動對企業生產力呈顯著正面影響，對淨利成長及淨值成長之影響效果皆不顯著。

關鍵詞：中小企業、基尼系數、經營績效、製造業、薪資不均度

The Relationship between Wages Dispersion and Operational Performance of Small and Medium-sized Manufacturing Businesses in Taipei County.

Abstract

Small and medium-sized enterprises (SMEs) are both a distinct feature and a major driving force in Taiwan's economic development. In 2003, SMEs accounted for 97.83% of the total number of enterprises and 77.56% of the total working population in Taiwan. In particular, SMEs represented even higher ratios of both employed persons and job openings in the manufacturing businesses. These statistics show that SMEs have contributed extensively to Taiwan's social stability and living standards. However, SMEs in Taiwan are predominantly small in scale and run by family members or related parties. Mismanagement problems are thus commonplace, hampering operational performance and business growth of SMEs. The currently available literature on the operational performance of SMEs in Taiwan focuses mostly on financial structures, organizational traits, and business scales. Studies on the relationship between wages dispersion and operational performance of SMEs are still lacking.

This paper applies the Gini coefficient to the wages data of 818 SME manufacturers in Taipei County, Taiwan in 2003 and 2004 to calculate the degree of wages dispersion in each of these enterprises. The ordinary least square (OLS) model is then used to gauge the factors determining the operational performance and growth of SMEs. According to the empirical findings of this paper, wages dispersion and average tax rates have significantly

positive correlations with productivity, after-tax profit growth and net worth growth of SMEs. The ratio of SMEs' wage expenses to sales revenue, on the other hand, shows a clearly negative correlation with productivity, after-tax profit growth and net worth growth. The age of enterprise owners does not significantly affect productivity, while exhibiting a negative correlation with after-tax profit growth but a positive correlation with net worth growth. The effects of enterprise owners' gender on productivity, after-tax profit growth and net worth growth are all statistically insignificant. The time variables of this empirical study also suggest that movements of business cycles have an importantly positive impact on productivity but do not significantly affect net profit growth and net worth growth.

Keywords: Gini coefficient, manufacturing businesses, Small and medium-sized enterprises, operational performance ,wages dispersion.