

摘要

本研究探討以中部某製鞋產業公司台灣區製鞋工程師人格特質與工作滿意度、溝通能力之關係與差異。本研究採用問卷調查法，共發放 150 份問卷，有效回收 124 份，有效回收率約 82%，以統計分析軟體 SPSS 作為本研究統計分析軟體，並將以收集之樣本透過描述性統計、Pearson 相關、信度分析、因素分析、迴歸分析與單因子變異數分析進行分析了解。

本研究發現，不同的人格特質與工作滿意度、溝通能力皆呈現部分相關。性別、年齡、教育程度與工作年資在工作滿意度與溝通能力皆有顯著差異。最後提出後續研究建議給予產業界與學者之參考。

關鍵字： 人格特質、工作滿意度、溝通能力



Abstract

This study explores the relationship and differences in personality traits, job satisfaction, and communication skills of Taiwanese shoemakers in a shoemaking industry company in the central region. In this study, a questionnaire survey method was used to distribute 150 questionnaires, and 124 effective collections were made. The effective recovery rate was about 82%. The statistical analysis software SPSS was used as the statistical analysis software of this study, and the collected samples were collected by descriptive statistics and Pearson correlation. , reliability analysis, factor analysis, regression analysis, ONE-WAY ANOVA and T-test.

This study found that different personality traits are partially related to job satisfaction and communication skills. Gender, age, education level, and working years are significantly different in job satisfaction and communication skills. Finally, the follow-up study is proposed to give reference to industry and scholars.

Keywords: personality, job satisfaction, communication skills.