

台灣高科技產業中知識工作者晉升停滯的 剖析

The Study of Hierarchical Plateau of Knowledge Workers in High-Tech Industries

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摘要

近年來，許多組織為了能維持本身的競爭優勢，紛紛縮減組織規模和人力成本，導致員工晉升停滯的問題更加嚴重。然而，每個人的人格特質不同，在面對自己生涯時，所採取的策略和行為表現可能會有所差異。本研究目的在探討影響高科技產業中影響知識工作者晉升停滯的因素，以先前研究者提出的重要變數為控制變數來分析內/外控型人格與成就動機對於晉升停滯的影響。本研究採用調查研究法進行兩階段的資料蒐集，第一階段以中華徵信所的企業名錄為樣本框架，隨機選取高科技產業的知識工作者進行發放；第二階段是針對新竹科學園區的知識工作者進行問卷發放。經過階層回歸分析後發現：知識工作者愈趨外控人格則晉升停滯愈高，愈趨內控人格則晉升停滯愈低，成就動機不是影響晉升停滯的重要影響因素。研究結果提供相關的管理意涵與研究啟示。

關鍵字：晉升停滯、成就動機、內/外控人格特質、知識工作者、高科技產業

ABSTRACT

In recent years, many enterprises have restructured and downsized their organizational structures and labor forces in order to remain their competitive edge. Thus, the number of people who are unlikely to receive future hierarchical has increased. In addition, due to it is different in human personality, leading knowledge workers to make choices and to take actions that have quite different consequences for the evolution of their careers. The purpose of this study is to investigate the determinants of hierarchical plateau for knowledge workers in high-tech industries. Data were obtained through self-administered questionnaires at two times. First, this study used China Credit Information Service (CCIS) database as sample frame, randomly selected subjects from high-tech industries in Taiwan. A total of 642 questionnaires were mailed. Second, the subjects were drawn from Hsinchu Science-based Industrial Park (HSIP). A total number of 157 were valid questionnaires. The results indicated that knowledge workers with external locus of control have higher hierarchical plateau and knowledge workers with internal locus of control have lower hierarchical plateau. The effect of achievement motivation was not found to predict. Further discussion and managerial implications of the findings along with directions for future studies are provided.

Keywords: Hierarchical plateau, Achievement motivation, Locus of control, Knowledge worker, High-tech industry.