

我國基層消防隊員考選方式對工作認知與效能之影響分析

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摘要

This analysis compares two approaches of recruiting street-level firefighters and takes a look at how these two approaches have affected their work cognition and performance. By interviewing the stakeholders through questionnaires, this analysis has found the following results: First, firefighters who have graduated from police academy have relatively good work cognition and work performance; Second, firefighters who have graduated from the police academy perform better in disaster rescue missions, and non-police academy graduates are good at project planning and paper work; Third, firefighters who are non-police academy graduates do not receive enough professional education and training, a drawback that has a great influence on job performance; Fourth, the fire fighting entry examination focuses only on writing tests, without making physical and technical requirements, resulting in a gap between the students' knowledge and needed skills.

Based on the empirical findings, this analysis expects to be of help in the development of firefighting human resources, propose more adequate measurements for education and training, design a better recruiting mechanism, and help street level firefighters achieve their best performance.

關鍵字 : street level firefighter, work cognition and performance, recruiting approach