

警察真實工作預覽、工作期望與特考班員警離職傾向關聯之研究

黃素惠, 賴廷彰, 王素蘭

通識教育中心

人文社會學院

suhui@chu.edu.tw

摘要

Under the rapidly evolving environment, elevating public servants' quality is the primary human resource concern of many nations. From the past, realistic job preview has worked as a communication channel for the real work condition of police officers recruited from the special examination class as well as the normal police officers. Now, realistic job preview has gradually become focused by scholars and experts of police policy. We have found from reviewing the practices and research on police recruitment that realistic job preview is a concept that has not yet been matured. We also considered that police recruitment should be realistic job preview oriented for resolving the turnover intention of new police officers.

This study tries to figure out the relation among realistic job preview, job expectation and special examination class police officers' turnover intention in police agencies. The study targets were new police officers recruited from special examination, and they are graduated

from neither the Taiwan Police College nor the Central Police University. This study was conducted using open questionnaire survey, and the collected results were analyzed by descriptive statistics, reliability, validity, and regression analysis. The goal was to understand the differences among realistic job preview, job expectation and turnover intention of the candidates. Our results so ultimately can be significantly elevated. The research offers some suggestions for improving the application of planning and strategies for police recruitment and admission examination, and furthermore, to raise the efficiency and efficacy of police human resource.

Our study results are summarized below:

1. The degree of realistic job preview and work intention are negatively

correlated.

2. Realistic job preview and the degree of job expectation are significantly associated.
3. How well job expectation is met and turnover intention are negatively associated.
4. The association between realistic job preview and how well job expectation is met is insignificant.

關鍵字：police, realistic job previews, job expectation, turnover intention