

Investigation of Job Turn-Over and Staff Development of Physical Therapist Assistants in Taiwan

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Purposes: The present study was to investigate the job turn-over and needs of staff development of licensed physical therapist assistants in Taiwan. **Methods:** A survey questionnaire was mailed to each licensed physical therapist assistant in Taiwan. **Results:** Three hundred and eighty-nine respondents (30.8% of the total 1,262 samples) were used for data analysis. The ratio of male to female was around 1:3, the mean age was 28.9 ± 5.3 years, the average working time was 7.4 ± 4.6 years. Most of them had their salary between NTD 25,001-40,000, only 9.3% and 22.7% of the subjects reported unsatisfied with their job and salary. The results of the study showed that 38.5% of the subjects were in Northern Taiwan; and only 6.9% in eastern Taiwan. Most of the physical therapist assistants worked as full-time (92.3%), 80.2% working in local hospitals or clinics and 17.2% in teaching-hospitals. The turn-over rate was 62.7%. The affecting factors included dissatisfaction with salary and benefits, social status, opportunities of promotion, and the administrative system. More than 80% subjects showed needs of staff development. **Conclusion:** This study demonstrates the working condition of physical therapist assistants and their needs of staff development that are essential information for setting policies and further researches. (FJPT 2006;31(1):25-32)

Key Words: Physical therapist assistant, Job distribution, Turn over, Staff development

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