# 員工滿意度(意見)調查

本公司每年由人力資源單位辦理員工意見調查，了解員工對工作環境、工作內容、薪資與福利、管理與領導、職涯發展及整體滿意度之看法，並依調查結果規劃改善措施。

本次調查於【2025 年 12 月 8 日至 2025 年 12 月 14 日】以線上問卷方式進行，對象為暉盛科技股份有限公司全體員工。調查對象共 76 人，有效回覆 53 人，覆蓋率為 69.74%；整體滿意度平均為【4】分，滿分 5 分。

針對本次調查所反映之意見，公司規劃以下改善措施，並透過相關單位及勞資會議追蹤辦理情形。

| 項目 | 內容 |
|---|---|
| 調查對象 | 暉盛科技股份有限公司全體員工 |
| 調查主題 | 涵蓋【工作環境、工作內容、薪資與福利、管理與領導、職涯發展、整體滿意度等面向】 |
| 調查執行單位 | 人力資源單位 |
| 調查頻率 | 每年一次 |
| 調查期間 | 2025 年 12 月 8 日至 2025 年 12 月 14 日 |
| 調查方式 | 線上問卷 |
| 調查人數 | 76 人 |
| 有效回覆數 | 53 人 |
| 覆蓋率 | 69.74% |
| 整體滿意度 | 平均 4 分（滿分 5 分） |
| **項目** | **內容** |
| 提升改善方案 | **一、工作環境安全**<br>彙整員工反映的安全問題，由相關單位檢視作業環境及流程，依風險程度安排改善，並配合實際作業需要調整安全規範。<br>**二、工具與設備支援**<br>由各單位盤點影響工作的工具及設備需求，依使用必要性、預期效益及公司資源，排定改善優先順序。 |

| 項目 | 內容 |
| --- | --- |
| | **三、工作與生活平衡**<br>由各單位主管檢視工作量、流程及人力分工，針對重複作業或長期工作負荷，研議流程調整與支援措施。<br>**四、員工福利**<br>彙整現有福利項目的使用情形及員工建議，會同福委會評估調整方案，兼顧員工需求與長期持續辦理的可行性。<br>**五、跨部門溝通與合作**<br>針對跨部門專案釐清工作分工及聯繫窗口，透過定期協調確認進度與待解決事項，減少資訊落差及重複作業。 |

# 2025 Employee Opinion Survey

Nano Electronics and Micro System Technologies, Inc. (NEMStek)

Each year, NEMStek's Human Resources unit conducts an employee opinion survey to understand employees' views on the work environment, job content, compensation and benefits, management and leadership, career development, and overall satisfaction. Improvement measures are planned based on the survey results.

The 2025 survey was conducted online from December 8 to December 14, 2025, and covered all employees of NEMStek. Of the 76 employees surveyed, 53 provided valid responses, representing a response rate of 69.74%. The average overall satisfaction score was 4 out of 5.

## Survey Overview

| Item | Details |
|---|---|
| Survey population | All employees of NEMStek |
| Survey topics | Work environment; job content; compensation and benefits; management and leadership; career development; and overall satisfaction |
| Responsible unit | Human Resources |
| Frequency | Annually |
| Survey period | December 8–14, 2025 |
| Method | Online questionnaire |
| Employees surveyed | 76 |
| Valid responses | 53 |
| Response rate | 69.74% |
| Overall satisfaction | Average score of 4 out of 5 |

# Planned Improvement Measures

In response to the feedback received, NEMStek has planned the following improvement measures. Implementation progress will be tracked by the relevant departments and through labor-management meetings.

## 1 Workplace Safety

Safety concerns raised by employees will be compiled, and the relevant departments will review the work environment and operating procedures. Improvements will be prioritized according to risk, and safety rules will be adjusted to reflect operational needs.

## 2 Tools and Equipment

Each department will identify tools and equipment needed to support its work. Improvement priorities will be set based on operational necessity, expected benefits, and available company resources.

## 3 Work and Life Balance

Department heads will review workloads, procedures, and the allocation of staff responsibilities. Process adjustments and support measures will be considered to address repetitive tasks and sustained workload pressures.

## 4 Employee Benefits

Information on the use of existing benefits and employee suggestions will be compiled. Potential adjustments will be evaluated together with the Employee Welfare Committee, taking into account employee needs and the feasibility of sustaining the benefits over the long term.

## 5 Communication and Cooperation Across Departments

Responsibilities and contact persons will be clarified for projects involving multiple departments. Regular coordination will be used to review progress and outstanding issues, reducing information gaps and duplicated work.