

# 外籍勞工組織公正對勞資關係影響之研究

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## 摘要

隨著台灣經濟的成長，國民平均所得與生活水準提高，使得國人的就業價值觀改變，多不願意從事危險性高、困難與骯髒或薪資較低的工作，導致基層勞動力嚴重短缺，政府因而開放引進外勞以解決缺工的問題。工資低廉的外勞可維持生產供給的穩定，並降低產業的經濟成本，但如何有效管理外勞，使其發揮高度生產力，提升組織績效，是亟受重視的議題。本研究就人力資源管理的觀點，探討企業對外籍勞工的組織公正對勞資關係的影響。而外籍勞工的文化價值觀不同於我國，在外籍勞工的管理上應考量文化差異，因此本研究加入跨文化價值之人道主義與工具主義，做為干擾變項進行探討。以國內製造業僱用的外籍勞工為研究對象，採用問卷抽樣進行調查，透過敘述性統計、差異性檢定、相關分析與階層迴歸分析等統計方法進行資料分析驗證。結果顯示：1.外籍勞工組織公正的知覺，對勞資關係具正向顯著影響。2.在人道主義的關懷下，組織公正之互動公正對勞資關係呈顯著負相關。3.以工具主義方式對待外籍勞工，組織公正之互動公正對勞資關係呈顯著負相關。最後，提出本研究的理論及實務意涵，說明研究限制與未來研究之建議。

關鍵詞：外籍勞工、組織公正、勞資關係、人道主義、工具主義

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