

The research of the relationships among organizational justice and laborrelations in foreign laborer

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ABSTRACT

As Taiwan's economic growth, follows improvement on national average income and living standards. By this result, it changes the values of employment. People are reluctant to engage in high risk, difficult and dirty or lower wages jobs. This leads to labor shortage on those jobs, government therefore open to bring in foreign workers to solve this problem. Low wages foreign workers can maintain production and supply stable and reduce the economic costs. Therefore, how to effectively manage foreign workers, making it play a highly productive and improve organizational performance catches urgent attention in the industry. This research is based on Human Resource management perspective to explore the corporate organizational justice on foreign labor effect on labor relations. Foreign workers have different cultural values from local labors, so manage foreign workers should consider cultural differences. Thus, this study adds cross-cultural value humanitarian and instrumentalism as a moderating variable factor. Methodology is sample survey by questionnaire to the foreign workers employed by domestic manufacturing sector. Apply descriptive statistics, difference test, correlation analysis and hierarchical regression analysis to analyze the data validation. The results showed: 1. Organizational justice on foreign workers has a positive significant effect on labor relations. 2. Under the care of the humanitarian to foreign workers, interactional justice had significant labor relations for the negative correlation. 3. The instrumentalist approach to foreign workers; interactional justice had significant labor relations for the negative correlation. Finally, this study describes the theoretical and practical implications and proposes research limitations and future research recommendations.

Keywords : foreign workers、organizational justice、industrial relations、humanism、instrumentalism

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