

A Study on the Relationships among Personality Traits, Job Characteristics, Job Satisfaction and Turnover Intention...

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ABSTRACT

Due to the changes of the industrial structure of Taiwan in recent years, the capacity of manpower in Taiwan has become insufficient. Ever since the Employment Service Act was modified and passed through, allowing industries to recruit migrant workers from abroad, there are already over 400 thousands migrant workers working, living and making consumptions across the country today. We can see migrant workers in every place. So far, the sources of migrant workers are mainly from countries in Southeast Asia. The acceding of the migrant workers to our country helps stabilize the demands for manpower supply of many industries, giving them more reliable labor sources and inexpensive labor costs. However, according to statistical data, there are approximately over 30,000 migrant workers, due to several reasons, had ran away from their works without permission and eventually lost contacts. Briefly speaking, for every 13 migrant workers in Taiwan, there is one missing. Thus, aside causing the employer unable to recruit another labor to supply the vacancy, troubles like exceeding of worker 's residential stay in Taiwan, illegal working, influences to social security, epidemic control loophole, and tax evasion, may also arise out of the missing worker case. The government and relevant units are gradually taking the missing case issues seriously and had even gathered experts, scholars and every related departments so far to study and plan for more improved measures by making related amendments. However, there seemed to have no effects at all. There is no obvious decrease in the number of missing worker cases. Because of this, missing migrant workers are the targeted objects of my study in this research, whereas motives of "missing cases" are conceptually regarded as "work leave". The research will also probe into the factors why cause the workers to leave their works according to the recorded document and find out the possible variations of these factors. The research will establish a framework and hypothesis, then develop and design questionnaires according to relative theories about migrant workers in Taiwan; the research will also investigate, analyze and verify the missing migrant workers seized by police or relevant unit and check whether these hypothetical factors are actually related or existed in the missing cases of workers. The variables utilizes are "personality traits", "job characteristics", "job satisfaction", and "turnover intention". The research might probably has already been conducted in many related researches across the country or abroad, but still, researches on ran away workers are barely explored. Thus, this research is expected to find out relevant factors that truly effect the missing cases of migrant workers. With the analysis, my suggestions may serve as additional consideration for employers in recruiting migrant workers.

Keywords : Foreign workers、Personality Traits、Job Characteristics、Job satisfaction、Turnover Intention

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