

以階層線性模式探討國際經驗對職涯資本之影響

徐意嵐、吳孟玲

E-mail: 387180@mail.dyu.edu.tw

摘要

本研究係以資源基礎理論為基礎，探討國際經驗、國際化程度及動態能力對職涯資本之影響，並採用階層線性模型針對333份有效問卷進行實證分析，研究結果發現個體層次之國際經驗與職涯資本呈顯著正向關係，而群體層次之國際化程度及動態能力則與職涯資本呈顯著正向關係。最後，本研究亦針對相關之管理意涵及未來研究的方向提出討論。

關鍵詞：職涯資本、國際經驗、國際化程度、動態能力

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