

# 美日兩國外商派台經理人之跨文化效能研究

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## 摘要

本研究的目的是調查美、日兩國派台經理人之跨文化效能的實証分析。而跨文化效能是一種跨越文化的成功或能力。Han(1997)歸結跨文化效能，包括：溝通能力、處理心理壓力的能力、關係建立的能力、文化同理心的能力、跨文化察覺的能力等五項能力。本研究引用Han(1997)所歸結的五種跨文化效能之能力，並將其所設計之英文版量表再修定並譯成英文及日文問卷，以美、日兩國在臺灣地區投資廠商之派台經理人為主要研究對象，採用SPSS統計軟體之MANOVA進行實証分析。研究結論：一、在整體方面：美商派台經理人之跨文化效能優於日商派台經理人。二、在美商方面：於組織中位於高位階、過去在國外擁有較長的工作經驗、未來生涯規劃，願意在多國籍企業就業者以及擁有外國同僚的美商派台經理人，其跨文化效能高。三、在日商方面：會駐在國(台灣)語言、參與國際經驗、擁有其它文化經驗、曾參與跨文化訓練課程以及擁有外國同僚的日商派台經理人，其跨文化效能高。

關鍵詞：國際人力資源管理；跨文化；跨文化效能

## 目錄

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