

# 外籍勞工海外適應問題之研究

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## 摘要

在企業全球化的趨勢下，外籍勞工在國際間的流動已為常態，然不同文化背景的勞工適應狀況，對企業績效及當地社會的影響是值得重視的問題。本研究從國家文化距離、情緒智力、社會資本及人口統計變項等構面去探討外籍勞工海外適應的影響，從現在台灣的印尼、泰國、菲律賓三個國籍之外勞656份有效問卷進行資料分析及假設驗證，所得之結果為：1.國家文化距離對外籍勞工的海外適應具有顯著負向影響。2.情緒智力對大部份外籍勞工的海外適應具有正向影響。3.社會資本對外籍勞工的海外適應會因不同的國籍與構面呈現不同的影響。4.人口統計變項除學歷外，其它對海外適應的影響不顯著。本研究亦對研究意涵及建議提出討論，希望從甄選條件、培育運用、政策作為等方面來提升外勞的整體成效。

關鍵詞：外籍勞工；適應；國家文化距離；情緒智力；社會資本

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