

# 在台外籍勞工海外適應與組織公民行為關係之研究

林順興、呂勝瑛

E-mail: 9403229@mail.dyu.edu.tw

## 摘要

中文摘要 本研究主要探討外籍勞工所面臨的海外人、地、事、物等環境內涵，了解在台之外籍勞工適應之情形，以觀察海外適應對於組織公民行為之影響。以海外適應(工作適應、生活適應、互動適應)為自變項，以外籍勞工組織公民行為(認同組織、協助同事、不生事爭利、公私分明、敬業守法與自我充實)為應變項。本研究主要對象為台灣中部製造業之菲律賓、泰國、越南三個國籍之勞工，各發放250份問卷，回收243份，將資料以迴歸驗證，獲以下結果：1. 外籍勞工在台灣對其工作職務與工作績效要求的適應程度越高，則越能引發外籍勞工認同組織、協助同事及自我充實的行為產生。2. 外籍勞工的年紀越大者與年資越久者較不容易為了謀取個人利益而從事可能破壞組織的事情。3. 與台灣當地居民互動越良好者，較能夠工作認真表現，並且也較能遵守公司規定並將公事與私事劃分清楚。4. 外籍勞工在台灣對其工作職務與工作績效要求的適應程度越高、年紀越長者以及月薪較高者，較容易有自發性利於組織的行為產生 關鍵字：外籍勞工、海外適應、組織公民行為

關鍵詞：外籍勞工；海外適應；組織公民行為

## 目錄

目錄封面內頁 簽名頁 授權書.....	iii	中文摘要.....	iii			
.....v	英文摘要.....	vi	誌謝.....	vi		
.....vii	目錄.....	viii	圖目錄.....	viii		
.....x	表目錄.....	xi	第一章 緒論 1.1 研究背景 ....1	1.2		
研究動機 ....2	1.3 研究目的 ....3	1.4 研究流程.....	4	第二章 文獻探討 2.1 海外適應理論探討	.....5	
2.2組織公民行為理論探討 ....16	2.3人員海外適應相關議題之探討 ....21	第三章 研究方法 3.1 研究架構 ....24	3.2 研究假設 ....24	3.3 操作型定義 ....24	3.4 研究工具 ....26	
3.5 研究對象 ....27	第四章 實證分析 4.1 樣本基本資料分析.....	29	4.2外籍勞工之海外適應對其敬業守法之影響 .....	36	4.3	
外籍勞工之海外適應對其公私分明之影響.....	38	4.4外籍勞工之海外適應對其不生事爭利之影響 ...39	4.5外籍勞工之海外適應對其協助同事影響.....	41	4.6外籍勞工之海外適應對其認同組織影響.....	42
4.7外籍勞工之海外適應對其自我充實之影響.....	44	4.8外籍勞工之海外適應對其組織公民行為之影響 .....	45	第五章 結論與建議 5.1 研究討論.....	47	
5.2 策劃建議.....	48	5.3 後續研究的建議.....	49	參考文獻 一、中文部分.....	50	
二、英文部分.....	52	附錄.....	57	圖目錄 圖 1.1 研究流程.....	4	
圖 3.1 研究架構.....	24					

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