

求職難度與賽局理論之應用：求職者限制因素觀點

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摘要

本研究從職位取得的消極因素出發，運用賽局分析結果得到 7 個完美貝氏均衡(PBE)，歸納六點結論為：1. 求職者是否降低限制因素，取決於雇主對求職者類型之信念與降低限制因素之成本。2. 雇主的信念，取決於薪資水準的高低。3. 求職者能夠接受降低限制因素之成本，受雇主對求職者類型信念之影響。4. 當雇主發現當求職者不降限制因素，且對求職者類型之信念偏向L type 時，雇主可能得到負報償。5. 當雇主對於不降限制因素的求職者之類型信念偏向M type，且降低限制因素成本過高時，將導致勞資雙輸的不利結果。6. 當雇主對降低限制因素的求職者偏向M type 信念時，雇主可能得負的報償。本研究從人力負債概念出發，探討求職者限制因素對求職難度的影響。研究發現限制因素可分為三個潛在構面，分別為求職者心理因素、求職技能與外部限制，求職難度與3 個構面、14 項限制因素皆成顯著正相關，限制因素越多，求職者求職難度越高。外部限制構面，屬於長期人力負債性質，需要透過政府或社會的力量來協助。另外兩個構面，屬於流動人力負債，只要求職者調整認知與觀念或受簡易訓練，就能有效產生降低限制因素的效果。另外要降低求職難度，應以降低流動人力負債屬性的限制因素為主要目標。限制因素則以「自信心不足」列為優先處理項目，而要提振求職者自信心作法包括：有效的解除求職者自我設限、調整其職場價值觀、提振其求職積極度、協助確定職場興趣、解決其學與用失調等措施，應可產生效果。

關鍵詞：人力資本，人力負債，求職者限制因素，求職難度，賽局理論

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