

# An Application of Game Theoretical to the Difficulty of Job Seeking-The Constraint Factors of Job Seekers

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## ABSTRACT

This study is based on passive factors of acquiring job positions. It uses game theory analysis to obtain 7 Perfect Bayesian Equilibriums (PBEs) and draw 6 conclusions: (1) whether job seekers reduce the constraint factors depends on the employers' faith in the individual types of job seekers and the cost, to the job seeker, of reducing constraint factors; (2) the employers' faith depends on the level of the salary; (3) that job seekers accept reducing constraint factors based on employers' faith in their types; (4) when employers find out that job seekers are not willing to reduce the constraint factors, and the employer's faith leans to L type workers, employers will experience negative productivity; (5) when employers find out that job seekers are not willing to reduce their constraint factors, employers' faith leans to M type workers, and the cost of reducing constraint factors is high, unfavorable effects between labor and capital will result; and (6) when job seekers are willing to reduce constraint factors and employers' faith leans toward M type employees, employers might experience negative productivity. This study probes the influences of constraint factors on the difficulty of job seeking, based on the concept of human liability. Additionally, it finds 14 constraint factors have 3 potential classifications, including psychological factors of job seekers, job seeking skills, and external constraints. The difficulty of job seeking has significant correlations with all 3 classifications of the 14 constraint factors. When job seekers have more constraint factors, their difficulty of job seeking will be higher. The constraint factors of job seekers belonging to the external constraint classification are long-term human liabilities. Reducing the negative impact of these constraint factors will take longer and be very costly. As a result, reducing the impact of these factors requires assistance from the government and society. Thus, a better effect for the job seekers will be generated. The other 2 classifications of constraint factors belong have characteristics of current human liabilities. As long as job seekers have adjustable cognition and perception toward position requirements or take part in relative, simple, and easy training. Consequently, reducing the negative impact of these constraint factors can be done effectively. In addition, this research also found that in order to reduce the difficulty of job seeking, the main goal is to reduce the negative impact of constraint factors classified as current human liabilities. Among the 14 constraint factors, the factor found to have the highest correlation with difficulty of job seeking was "low self-confidence." The ways to improve the job seekers' self-confidence include effectively reducing self-handicapping, adjusting workplace values, enhancing job-seeking enthusiasm, increasing work interest and adjusting imbalances academic knowledge and work experience. Thus, a better effect for seeking jobs should be generated.

Keywords : human capital , human liability , Job Seeker's traits , difficulty of job seeking , game theory

## Table of Contents

中文摘要	iii 英文摘要	v 致謝辭
	vii 內容目錄	viii 表目錄
x 圖目錄	xi 第一章 緒論	
1 第一節 研究背景與動機	1 第二節 研究問題與目的	3 第三
節 名詞解釋	5 第二章 文獻探討	8 第一節 人力資
本與人力負債	8 第二節 賽局理論	15 第三節 求職者的限制因素
25 第三章 研究方法	38 第一節 研究步驟	
38 第二節 賽局設定	40 第三節 研究設計	
46 第四章 研究結果	54 第一節 求解「精煉貝斯均衡」	
54 第二節 求職者限制因素	66 第三節 求職限制因素之量化分析	83 第五
章 結論與建議	90 第一節 賽局均衡分析	90 第二節 求職
者限制因素	94 第三節 研究建議與限制	96 文獻參考
101 中文部分		101 英文部分
104 附錄		116

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