

# 外派經驗與組織承諾關係之研究

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## 摘要

本研究之背景及問題，旨在探討外派經驗對組織承諾間之關係與影響，針對深具國際人力資源特殊性的外派員工，是否會在外派期程及國家方面，出現明顯差異及影響程度。本研究針對外派期程、次數及國家的外派經驗，藉由外派人員調適及組織承諾理論，探討運用於外派事務。本研究以國內製造業、服務業及外國派至本國的外派人員為樣本，針對外派人員採取問卷調查方式進行抽樣，總計發放500份問卷，回收樣本數為274份，回收率為54.8%，有效樣本數為254份。本研究發現：1.員工外派期程愈長對組織承諾具負向影響，即組織承諾程度愈低。2.現職為外派人員對組織承諾具負向影響，即組織承諾程度愈低。3.外派至已開發國家對組織承諾具負向影響，即組織承諾程度愈低。4.組織承諾與外派國家並無顯著差異。根據本研究之發現與實證結果，進一步提出管理應用及後續研究之建議。

關鍵詞：外派經驗；組織承諾；調適W曲線理論

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