

臺商派駐大陸之人員配偶跨文化適應決定因素探討

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摘要

回顧過去派外人員的研究，在探討派外人員問題時，大部份均從「派外人員的調適」、「派駐意願」、「離開現職傾向」方面的問題著手(黃英忠, 董玉娟, 林義屏, 2001)。海外派遣人員的家庭為最近研究者所感興趣的對象(Andreason, 2003, Bauer and Taylor, 2001, Birdseye and Hill, 1997, Black, Gregersen, Mendenhall, and Stroh, 1999, Harvey, 1997, Mileski, 1998, Milkovich and Bloom, 1998)。因為，海外派遣人員的家庭會影響海外派遣績效與及是否會使未完成任務而提前返國的重要因素。本研究的結果也顯示除了配偶本身人格特質外，家庭特徵的影響最大。因此是否將來在甄選海外派遣人員上，如何強化家庭特質和海外派遣人員的工作生活，使其提高跨文化適應能力，乃是值得國際企業的人力資源主管深思的問題。

關鍵詞：海外派遣人員；海外派遣人員配偶；跨文化適應

目錄

內容目錄 中文摘要	iii	英文摘要	iii
. . . iv 致謝辭	iv	v 內容目錄	v
. . . vi 表目錄	vi	vii 圖目錄	vii
viii 第一章 緒論	1	第二章 文獻探討	1
. . . 3 第一節 海外派遣的定義及重要性	3	第二節 海外派遣人員家庭適應理論	3
. . . 5 第三節 海外派遣人員的家庭特質	5	第四節 海外派遣人員工作滿意度	5
. . . 8 第五節 公司支持度	8	第六節 海外派遣人員配偶跨文化調整	10
第三章 研究方法	11	第一節 研究架構	11
11 第二節 研究假設	12	第三節 操作性定義與衡量方式	12
. . . 13 第四節 研究對象	13	第五節 資料分析方法	15
. . . 15 第四章 研究分析	17	第一節 樣本特徵	17
. . . 17 第二節 信度分析	20	第二節 研究變項之相關分析	20
. . . 22 第三節 研究變項之階層迴歸分析	25	第五章 結論與建議	25
. . . 33 第一節 研究結論	33	第二節 研究限制	33
. . . 37 第三節 後續研究建議	37	參考文獻	37
. . . 39 附錄	39	表目錄 表 4-1 年齡分佈表	47
. . . 18 表 4-2 教育程度分佈表	18	表 4-3 海外派遣人員配偶居住地主國期間分佈表	19
. . . 19 表 4-4 多元文化人格特質量表之信度分析	20	表 4-5 多元文化人格特質量表之信度分析	20
. . . 20 表 4-6 家庭特質量表之信度分析	21	表 4-7 工作特質量表之信度分析	21
. . . 21 表 4-8 跨文化調適表之信度分析	22	表 4-9 各研究變項之Pearson相關分析表	24
. . . 24 表 4-10 各研究變項之Pearson相關分析表	24	表 4-11 各自變項對生活滿意度之階層迴歸分析	27
. . . 29 表 4-12 各自變項對跨文化互動之階層迴歸分析	29	表 4-13 各自變項對社會文化調適之階層迴歸分析	31
. . . 31 表 4-14 層級迴歸分析之顯著預測變數結果表	32	表 5-1 本研究假設驗證結果彙整表	34
. . . 32 表 5-1 本研究假設驗證結果彙整表	34	圖目錄 圖 3-1 研究架構圖	34
. . . 11			

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