

# 越南地區運動製造業外派人員海外適應與工作績效之研究

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## 摘要

由於越南擁有良好的投資環境，自 1986 年改革開放後，吸引許多台灣製鞋廠商前往投資，且大陸通過勞動合同法之後，鞋廠生產重心勢必外移至勞工成本較低的國家，越南就是轉移的重點國家之一。大多數研究者仍著重大陸區外派人員海外適應與工作績效之間的相關，且尚未驗證人格特質是否為兩者間的干擾因素。本研究運用多元迴歸分析來探討海外適應與工作績效間的關係，並進一步探究人格特質對海外適應與工作績效間之干擾效果。本文以 Lovinggood (1995) 影響海外適應七構面為主，再參酌國內者顧鳳姿(1993)所提出的研究駐外經理人員海外適應三構面，歸納出本文海外適應構面分成，組織支援、工作適應與文化適應。工作績效則採用 Cascio (1991) 的主觀衡量法，人格特質則以 McCrae and Costa (1986) 的五大人格特質為研究構面。本研究以越南區外派人員為對象，針對四大運動鞋代工廠，寶成、豐泰、清祿、隆典等，以便利抽樣法進行調查，應用 SPSS 10.0 for Windows 以及 AMOS 7.0 for Windows 等套裝軟體進行統計分析，得到以下結論「海外適應」會影響「工作績效」；「人格特質」會影響「海外適應」與「工作績效」之間的關係。

關鍵詞：海外適應 (overseas adaptation)，工作績效 (job performance)，人格特質 (personality)，外派人員 (expatriate)

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