題目	加工出口區外籍勞工社會支持、海外適應與工作績效之關聯性研究
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摘要	外籍勞工在台人數已達三十三萬人之多，其影響力已不容忽視，然外籍勞工在海外工作時可能面臨的適應問題包括：工作適應、生活適應與互動適應，許多研究指出，個人特質可以降低適應上的困難，本文則試圖從組織觀點著手，探討社會支持對適應的影響。外籍勞工的社會支持主要有四個來源：團體、工作、身心照護與母國聯絡支持。因此本文以社會支持作為海外適應的前置變數，探討社會支持、海外適應與工作績效間之關係，同時以加工出口區外籍勞工為研究對象，應用問卷調查方法，蒐集資料予以驗證。本文共發出 627 份問卷，回收有效問卷 447 份，最後結果發現：1.社會支持愈高時，外籍勞工的海外適應愈好。2.社會支持愈高時，外籍勞工的工作績效愈好。3.海外適應愈好時，外籍勞工的工作績效愈高。4.外籍勞工的海外適應對社會支持與工作績效之關係有部份中介影響效果。
關鍵字	外籍勞工、海外適應、社會支持、工作績效
Title	Adjustments and Work Performance of Foreign Labors at Export and Processing Zone
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Abstract	The number of foreign labors in Taiwan is about 330 thousands, representing a significant portion of the present labor force in Taiwan. The adjustment problems that foreign labors might encounter include work adjustment, life adjustment and interaction adjustment. Some studies find that personal traits could mitigate adjustment difficulties, but this study attempts an investigation of the impact of organizational behavior aspect, namely social support, on the relationships between adjustment and performance. In the context of overseas study, social support is at least from four sources: work, group, health care and native country contact. Therefore, in our theoretical framework, we intended to explore the relationships among social support, overseas adjustments, and work performance of the foreign labors at Export and Processing Zone. Questionnaire survey was used in this study. 627 questionnaires were sent out, in which 447 were effective. The findings are as follows: First, social support has significant positive influence on overseas adjustments. Second, social support has significant positive influence on work performance. Third, overseas adjustment has significant positive influence on work performance. And the fourth, overseas adjustment has partial intervening effect between social support and work performance.
Key Words	Foreign Labors, Social Support, Overseas Adjustments, Work Performance