

題目	員工生涯定向、回任管理與外派意願之關聯性研究
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摘要	本研究以實證調查資料探討員工的生涯定向、對回任管理的知覺、與其外派意願間之關聯性。研究結果發現：首先，員工的「創造性」、「管理性」和「技術性」生涯定向愈高，其外派意願愈高；員工的「安全性」生涯定向愈高，則其外派意願愈低。其次，對公司「前程規劃與發展」、「支援系統」、「回任準備及訓練」、及「薪酬報償」等回任管理制度的知覺程度愈高，其外派意願愈高。第三，員工的回任管理知覺會干擾生涯定向對其外派意願間的關係；回任管理會增強「技術性」生涯定向對外派意願的正向影響關係，回任管理會減弱「安全性」生涯定向對外派意願的負向影響關係。基於上述研究結果，本研究認為回任管理不僅有助於增進員工的外派意願，更能增進員工生涯定向對外派意願的影響。
關鍵字	外派意願、生涯定向、回任管理
Title	A Study on the Relationships among Career Anchors, Repatriate Management, and Expatriate Willingness
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Abstract	This study is aimed to discuss the relationships among career anchors, repatriate management, and expatriate willingness. Therefore, this study will conduct a survey and test the relative hypotheses. In summary, these following findings are found: (1) The expatriate willingness of employees will be high when the employees have higher career anchors on creativity, managerial, and technical. The expatriate willingness of employees will be low when the employees have higher career anchors on stability. (2) The expatriate willingness of employees will be high when the employees are perceived better on career planning and development, supporting systems, repatriate preparation and training, and pay management. (3) There are partial moderating effects of repatriate management on the relationships between career anchors and expatriate willingness. The better repatriate management will enhance the positive relationship between technical career anchor and expatriate willingness. Besides, the better repatriate management will decrease the negative relationship between stability career anchor and expatriate willingness.
Key Words	Expatriate Willingness, Career Anchor, Repatriate Management