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Abstract
For reduce the operating cost of corporation and the heavy burden of management, many enterprise of Taiwan step into the breach as another fell to go to China on investing capital to build factory since the Government of Taiwan opened up “the Mainland Policy”. But face the strange environment to strike, a lot of Taiwan- owned enterprises can not bear the tests of different local environmental factors, heard to some extent when too.
Eased up globally and prosperously and it influenced that the mainland China investment environment has transferred to difference, the Taiwan trader goes to the mainland China to make the investment and ease up, the wages causes China to work and is generally deficient and organize to promise, but in a situation that ' there are few much monks of gruel ', Chinese workers to begin with the psychology that waits for the right price to sell, force enterprises to improve salary and conditions, The Chinese workers loyalty influence Taiwan treader invest to China seriously.
This research will according to the system of management, job satisfaction, organization commitment with respecting of promising etc., collect the present situation of staff in. China area of Taiwan-owned enterprise through the questionnaire way, and count and analyze with the variation of statistical analysis (ANOVA) And come back and analyze (Regression Analysis) It is satisfied and organizing every relevant factors in the topic of promising etc. and constructing the difference and dependence among the surfaces to probe into the system of management and job satisfaction, according to analysis result, analyze personal attribute, the system of management, job satisfaction, organization commitment dependence among, reference of the leaving office rate that the human resources screen and reduce working as the Taiwan-owned enterprise. In addition, probe into the system of management in the mainland China area of Taiwan-owned enterprise at the same time too, and the cadre's job satisfaction and influence while promising in the organization, it influences continent staff to organize the influence factor promised to find out, and then build and construct one set and meet local management style of Taiwan trader.
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