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Abstract
In recent years, due to increasing costs, competition and stricter labor laws, many hotels have been trying to improve quality as well as lower costs by hiring more temporary and part-time workers. The New Retirement Pension System went into effect on 1st July in 2005 and has also created a big impact on the hotel industry.
The previous Labor Retirement Pension System had no provision for requiring employees to reserve pension funds in their personal accounts, while the new system requires employees and employers, both fulltime and part-time, to put 6 percent of their salary into their personal pension fund accounts and it thus increases the personnel and administrative costs. Hotel administrators are under increasing pressure to hire temporary or part-time workers in order to reduce costs as well as to increase flexibility and improve competitiveness. This in turn reduces the job security of full time employees. Therefore, this research aims to explore full time employees' attitudes towards the New Labor Retirement Pension System and their perceptions of job security and part-time employees. As to the data collection, 500 questionnires were sent out and 465 usable responses were received, which accounts for 93% of valid rate of return.
The findings indicate three significant results. One is a positive correlation between employees' attitudes toward the New Labor Retirement Pension System and perceived job security. Secondly, there is a negative relationship between the use of non-standard workers and perceived job security. It is concluded that the use of non standard workers has a moderating effect on employees' perceptions of job security and their attitudes toward the New Labor Retirement Pension system.
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