URN etd-0407109-183726-2229
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Statistics This thesis had been viewed 59 times. Download 73 times.
Department
Year 2005
Semester 2
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title A study of the relationship between food and beverage chain industry's job competence assessment and employ willing of middle aged women who return to the job market
Date of Defense 0000-00-00
Page Count 98

Keyword
Food and beverage chain industry
middle aged women who return to the job market
job competence assessment
employ willing

Abstract
In the recent twenty years, the percentage of Taiwan married women entering job market is getting higher each year. It is so difficult to recruit young waiters that food and beverage chain industry looking for middle aged women who return to the job market to be the replacement. The research purpose is to discuss how are the skills and characteristics of middle aged women who return to the job market and what is the will of the food and beverage chain industry to hire them?
Therefore, the main purpose of this research is to: 1). Construct a job competence assessment and willing scale of middle age women who return to the job market for food and beverage chain industry. 2). Discuss how job competence assessment influences employ willing? 3). Discuss how different gender, marriage, and age of employer influence the relation between job competence assessment and employ willing of middle aged women who return to the job market. The participants in this study are food and beverage chain industry employers. The valid returned questionnaire sample was 242. The findings showed that the employer's job competence assessment of middle aged women who return to the job market will influence the employ willing. Moreover, the employer 's gender, marriage, and age will moderate the relation between job competence assessment and employ willing of middle aged women who return to the job market.
Advisory Committee Huang Pei Wen - advisor

Files etd-0407109-183726-2229-002.pdf
etd-0407109-183726-2229-001.pdf

indicate access worldwide
Date of Submission 2006-07-16