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Abstract
This study mainly focus on the relationships of professional skill needs, self-efficacy and job attitudes between IS personnel in Taiwan and China. The 100 questionnaires that collected from IS personnel of Taiwan and China were analyzed using hierarchical regression analysis. The results are following: 1. There are significant differences among IS personnel's concept skill, effort of self-efficacy and job involvement between Taiwan and China. 2. There are significantly effects of professional skill needs (such as IS concept, IS maintenance, IS management, and IS development) on job attitudes (including job satisfaction, create-value commitment, and job involvement). 3. The effort and persistence of self-efficacy play intermediating role among professional skill needs and job satisfaction, create-value commitment and job involvement of job attitudes. The results are expected to be helpful to the improvement of human resource management for the IS personnel in both Taiwan and China.
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