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Author Wen-Ruei Lin
Author's Email Address No Public.
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Abstract
In the past, Taiwan was known as low unemployment rate (below 2.0%) and high working force because of the ample employment population. However, in recent years, driven by the globalization, Taiwan faces the changes of economic structure, industrial structure and enterprise strategies which cause the migration of labor-intensive industry and therefore result in an increase in the unemployment rate from 2.6 % in 1995 to 4.44 in 2004. The unemployed population is about 500000. High unemployment rate leads to unused workforce and many social problems. Therefore, assisting the unemployed to become employed is one of the major government policies.
This research uses the manpower resources survey of DGBAS (Directorate-General of Budget, Accounting and Statistic Executive Yuan) as the raw data, selects the information of those reemployment people, and targets on those who were unwilling to be thrown out of employment. Focusing on the characters of those reemployment people, the features of their previous working place, and job seeking channels used, the research applies the decision tree algorithm to analyze all the related factors in order to explore the traits of those reemployment people and also to grasp specific traits which enable unemployed people to find another job easily. According to the result of the research, 64 traits rules of reemployment people are induced. It is further discovered that among all the attributes, age is the most prominent one. As far as age is concerned, age 35 is the critical point to distinguish those reemployment people. However, it is found that gender appears to be the least influential attribute. Then, the research applies clustering for data grouping, and divides the involuntary into two groups. Group 1 focuses on married males with junior high school degree. Group 2 consists of unmarried female with vocational graduates. The results deriving from clustering are reanalyzed by association analysis, which further concludes 2229 association rules in Group 1 and 2275 ones in Group 2. Moreover, it is found that most of the involuntary reemployed whose present work place, positions, and types of occupations are the same as their former one.
This research emphasizes on the characters of the involuntarily reemployed, the characteristics that they have, and the association between the involuntarily reemployed former and latter companies, figuring out what kind of unemployed can be reemployed easily. To conclude, it’s expected that the government can make more efficient policies and compensatory measures related to unemployment in accordance with the traits of reemployment people found in this research.
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