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Author Chun-Liang Liu
Author's Email Address No Public.
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Abstract
When an individual gets into an organization, his/her job motives may include aside from pay, opportunities for sequent promotions in the organization, acquisition of higher positions, self-confirmation, and enhanced sense of achievement. That is, each employee may not reach the position he/she expects. Therefore, the organization must have promotion systems, admitting everyone to follow the rule for striving for promotion opportunities through job performance, test competition, or seniority.
Most Taiwan's enterprises do not have an effective method to deal with the employees' promotion problems. The main objective of this study is to find appropriate indices from external and internal factors of a company and use these indices to establish a prediction model for first-level employees' promotion. This prediction model can help enterprises to promote appropriate employees effectively and accurately.
The results indicated that core competence has a positive relation with job performance, core competence has a positive relation with promotion speed, and job performance also has a positive relation with promotion speed. In addition, job performance will mediate the relationship between core competence and promotion speed.
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