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Abstract
The theme of this study is outsourcing. Firstly in this paper, the strategic factors considered by the manufacturers in the electronic parts and components industry that outsource jobs and the relationship between those factors and organizational efficiency are discussed. Then the management strategies for outsourcing relationships adopted by the manufacturers, the relationship between the management and organizational efficiency as well as how different organizational cultures are respectively related to outsourcing, outsourcing relationship management and organizational efficiency are explored.
In this study, the questionnaire survey method is employed for real-life data collection, and to study each compositional variable, both descriptive analysis and reliability analysis are performed. Also, the regression analysis is carried out to analyze the interactions between the compositional variables. To search for our target survey objects, which are the manufacturers in the electronic parts and components industry, the company database of Taiwan News was used as the primary source. In total, 176 copies of questionnaire were distributed and 74 were returned, resulting in a 42% return rate. The findings of this study include the following:
1. Among all the functions, the most often outsourced is Production. The next in line is R&D and then Personnel Training, Marketing, Transportation & Logistics, Quality Control Sampling, Information Technology, Repair & Maintenance, and Labor Cooperation.
2. There is a significant relationship between outsourcing and organizational efficiency. Outsourcing non-core functions can help improve organizational efficiency while outsourcing functions with high transaction costs can decrease it. The outsourcing of resource-demanding functions has no obvious effect on organizational efficiency.
3. There is a notable relationship between outsourcing relationship management and organizational efficiency. Managing outsourcing relationships through a hierarchical mechanism can help improve organizational efficiency while managing through a market mechanism can decrease it. Managing outsourcing relationships through a relationship mechanism brings no obvious effect on organizational efficiency.
4. The culture of an organization has a dominant effect on outsourcing decisions. Companies with a hierarchical culture tend to support an outsourcing decision.
5. The culture of an organization has a dominant effect on outsourcing relationship management.

Companies with a hierarchical culture tend to support taking control of outsourcing relationship management.
6. The culture of an organization has a dominant effect on organizational efficiency. Companies with a hierarchical or innovation-oriented culture tend to have higher organizational efficiency.
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