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Abstract
Under the fast change environment, enterprises use dispatched workers to reduce manage, absorb cost and in under the key thinking of competitiveness, the number of dispatched workers has been increasing rapidly in Taiwan. The career anchor can reflect the employee's tendency towards his or her work type; moreover, the organizational commitment influences the employee's organizational identification and activity involvement; besides, the social support can ease the employee's stress and enhance his or her ability to adapt to the working environment. This study focuses on Taiwanese dispatched workers and explores the relationships among career anchor, social support and organizational commitment. The researcher totally delivered 700 questionnaires and finally 194 questionnaires were completed and qualified. The result findings are as follows:
(1) Most of the dispatched employees are service & challenge-oriented, life-oriented and management-oriented.
(2) Service & challenge-oriented have positive significant influence on the organizational commitment.
(3) Social support has positive significant influence on the organizational commitment.
(4) The social support has an influential effect between career anchor and organizational commitment.
(5) Dispatched worker's demographics have the significant difference in career anchor, social support, and organizational commitment.
According to these results, the research can be a reference material to select and keep remain employees in business, and there are eight suggestions to managers and dispatched workers.
Advisory Committee Ding Wen Sheng - advisor

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