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Author CHUANG CHIN SHAN
Author's Email Address No Public.
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Abstract
The manufacture moving phenomenon not only requires tremendous amount of capital fund but also involves a lot of transferring local personal to those foreign nations. The further study of the workers ’ will, the cooperate system, the characteristic, the career planning and working relations are rather important and should be researched and discussed.
The purpose of this study is to probe into the relationship among of personality traits, career management, expatriate compensation management, job satisfaction, expatriate willingness: An example of textile industry. This report is based on 420 questionnaires that send out to the textile industry workers in Taiwan. Among the 420 questionnaires, 249 copies were successfully collected, minus 7 unqualified copies, the total qualified copies were 242, and effective ratio of this questionnaire is 57.62%.
The statistic tool that is used in this study is the SPSS statistic window software system. The statistic methods were: Factor Analysis, Reliability Analysis, Descriptive Statistic, T-test Analysis, One Way Analysis of Variance and Multiple comparisons, Person Correlation Coefficients, Regression Analysis, and Cluster Analysis.
The major study results were listed as follow:
1. Textile industry worker’s characteristic including gender, age, current position, education level, marital status, current salary, job type, number of times that station at foreign country, years of station at foreign countries, countries or areas of station, could effect their personality traits, career management, expatriate compensation management, job satisfaction, and expatriate willingness variable.
2. There were obvious relations between the studies of personality traits, career management, expatriate compensation management, job satisfaction, expatriate willingness correlation.
3. There were obvious effects between the studies of personality traits, career management, expatriate compensation management, job satisfaction, and expatriate willingness affect.
4. There were obvious differences between textile industry worker cluster 1, strong personality traits, strong career management, strong expatriate compensation management, strong job atisfaction, and strong expatriate willingness and cluster 2, weak personality traits, weak career management, weak

expatriate compensation management, weak job satisfaction, weak expatriate willingness and expatriate willingness variable.
Based on the research results that mentioned above, researcher has forward his suggestion to Spinner's Association, textile industry management team and textile industry work force for their reference.
Advisory Committee CHEN MENG HSIU - advisor

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