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Abstract
Human Resource is the important asset of an organization, and it also plays a primary victory factor on the business. Besides, Human capital has become the key point, and the sources of the core competencies and competitiveness. By this reason, Taiwan TrainQuali System（TTQS）was not only playing an important role in raising employees abilities of the business, but also contacting with many programs for assisting enterprises to make improvement in human resources of our government. The purpose of this study was to investigate the impact of TTQS for the business on the core competence and the organizational performance.

This study used enterprises of south region in Taiwan which has been conducting TTQS in 2007 as the study targets ,and the 165 questionnaires were sent out and with 61 effective questionnaires returned, the returning rate is 36.96%. Through frequency statistic analysis, validity and reliability analysis, Pearson product-moment correlation and regression analysis to conduct data analysis and confirmation. After the empirical study, the main conclusion is as followed:

1.After conducting TTQS, industries almost could delivery indexes of TTQS well, but they could not establish the systematic training data and records.
2.There was a positive relationship between TTQS and the core competences.
3.There was a positive relationship between TTQS and non-financial performance and the organizational performance.
4.TTQS could predict core competencies effectively.
5.TTQS could predict non-financial performance and the organizational performance effectively.

Finally, in-depth discussion is made on the conclusion and practical implications of this study, and specific contributions of the study are presented. Recommendations are made on management practices and the direction for future research, and provided as references to the industry , academia and government .
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