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Abstract
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With the emergence of the 21st century, the choice of occupational careers entered a borderless era :

- based on one's own pursuit of professional and staff's career interests,
- seeking better working opportunities,
- growth opportunities within the same or different enterprises and job ,
- working irregularly within the same enterprise.

Since the introduction of Financial Holding Company Law, we see a tremendous changes with high turnover in the world of finance. The Banking and Finance industry can assist their employees in adapting to the changing their working environment, and developing permanent employability. With the presence of the borderless paradigm in the employment industry, employees will be more motivated to develop their "employability". Providing the staff with a learning environment, within the organization, may change their decision on whether to stay or leave.
This study discusses the relationship between the employee’s perceived employability as developed by the organization and their intention to change employment. For this survey, we sent 1240 questionnaires and received 581(46.9%) ones back. The results of this study are as follow:
1.The gender, age, marital status, seniority and position have significant differences on the employee’s perceived employability as developed by organization.
2.Gender and position have significant differences on the staff and perceived as more helpful to their development of employability.
3.The employee's perception of the organization's appreciation of their academic ability、personal management and team working ability have significant negative relation on turnover intention.
4.The organization implementation of On and Off-job-training and culture to develop the staff's employability, has positive correlation with the employee’s perceived employability as developed by organization.
Based on the findings on this research, the study recommends that the Banking and Finance Institutions should offer the opportunity to develop their staff’s employability, create a platform for information sharing and communication, improve the technology and encourage of team meetings, make clear performance management style, design and offer several on the job training opportunities, establish learning within the organizations with employee feedbacks on their learning and application opportunities.

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