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Author Chung-Yang Yen
Author's Email Address No Public.
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Abstract
In recent ten years, the food and beverage chain industry flourished and the percentage of Taiwan married women job reentry is getting higher each year, so it is important to food and beverage chain industry that middle aged women who are re-employed have already become resources in the manpower. The research purpose is to explore the work ability and characteristics of middle aged women who are re-employed and the will of the food and beverage chain industry to hire them. Therefore, the main purpose of this research is to: 1) Construct a competence assessment scale of middle aged women who are re-employed for food and beverage chain industry's supervisors. 2) Discuss how job competence assessment influences employment willingness? 3) Discuss how different working experience and gender of employer influence the relationship between job competence assessment and employment willingness of middle aged women who are re-employed. The participants in this study are regular supervisors of branches of local chain businesses in the food and beverage chain industry in Taiwan. Convenience sampling method was used to perform the questionnaire survey. The valid returned questionnaire sample was 139. The Pearson Product Moment Correlation Analysis was used to test the relationship between competence assessment and employment willingness. Split file Regression was used to analyze the impact of supervisor's personal attributes on relationship between competence assessment and employment willingness. The findings showed that food and beverage chain industry's supervisor competence assessment of middle aged women who are re-employed will influence the employment willingness. Moreover, the supervisor's working experience and gender will moderate the relationship between competence assessment and employment willingness of middle aged women who are re-employed.
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