URN etd-0407109-183711-853
Author Lai Chen Yu
Author's Email Address No Public.
Statistics This thesis had been viewed 36 times. Download 0 times.
Department
Year 2005
Semester 2
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title The Research on Flexible Application of Banks' Human Resources in Tainan
Date of Defense 0000-00-00
Page Count 182

Keyword
Human Resource Flexibility
Functional Flexibility
External Numerical Flexibility
Internal Numerical Flexibility
Financial Flexibility
Atypical Employment

Abstract
In recent years, the general competitions between Taiwan banks have become fiercer and fiercer with those great changes in social circumstances, and the business conditions that Taiwan banks have to face have also become more and more rigorous. Under these conditions, improving commercial performance, cutting down operating costs and creating unique competitive advantages have become the principal tasks for banks. Furthermore, the bank belongs to financial services and the human resource is the most important asset in banks, so the flexible application and the arrangement of human resources are playing a very important role in the banking industry.
This research aimed at discussing the present situation of the flexible application of human resources in the banking industry and finding out the applicative situations of the atypical employment in the banking industry. This research interviewed with twenty-five banks in Tainan, analyzed and compared these banks by classifying them as public-operated banks, public-to-private-operated banks, new banks, old private-operated banks and foreign banks. As regards the flexible application of human resources, this research judged the general applicative situations of human resources in these banks with functional flexibility, internal numerical flexibility, external numerical flexibility and financial flexibility. As regards the atypical employment, this research analyzed and discussed the applicative situations of the atypical employment in these banks from four categories: part-time workforce, regular contracted workforce, dispatched workforce and contracted-out workforce.
Based on the analyses, some of the findings are summarized as follows:
1.The flexible application of human resources by the new bank was the best among these banks.
2.The application of the functional flexibility by the public-operated bank was better than the others.
3.The applications of the external numerical flexibility by the foreign bank and the public-operated bank were more prevalent than the others.
4.The application of the internal numerical flexibility by the old private-operated bank was better than the others.
5.The applications of the financial flexibility of the new bank and the old private- operated bank were more extensive than the others.
6.The most popular types of atypical employment in the banking industry were the regular contracted workforce and the part-time workforce.

7.Most of these banks would keep or increase the labor force of atypical employment in the future.
Advisory Committee - advisor

Files No Any Full Text File.
Date of Submission 2006-07-17