

## 影響台灣就業者被聘僱的因素之研究

### A study on the factors of the worker to be employed in Taiwan

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M 型社會現象理論的出現，促使本研究觀察到台灣社會出現所得從新分配，以及勞動力人口需求的轉變。其中包含就業市場中出現的非典型聘僱的類型，並且逐漸擴大。本文試著經由二手資料的分析，整理相關資料來找出影響成為非典型僱用、正職者、失業者這三種的因素，並且探討非典型僱用是否會成為一種常態。本研究藉由分析，發現年齡影響到個人的就業機會，其中又以老年人口為主要失業影響。在教育程度上，發現教育程度越高，成為非典型雇用的機會越。已婚者成為正職雇員的機會比起成為非典型雇員機會較高，在失業者部分已婚者成為失業者的機率則是降低的。

居住地部分已居住在山地市鎮有影響力。行業則以商業工商服務業中成為非點成固原者可能性增高。大學畢業學系為觀光學系與職務類型皆會影響是否成為非典型雇員的機率。

根據結果分析，本研究認為非典型雇員將來會持續擴大，成唯一種常態的僱用類型。

The appearance of the M model social theory makes the researcher observe that obtained redistribution in Taiwan society has appeared, and there is a kind of change about the requirement of manpower. It included a kind of atypical employment appears in the job market, and it is expanding. The researcher found out the reasons of why people become the atypical employees, full-time staff or the out-of-work by analyzing the second-hand material and reorganizing correlation data. And discuss whether the atypical employment is a normal condition or not.

In the research, the writer found that age would affect someone's employment opportunity by analyzing. The senior citizen would especially become the unemployed people. About the education level, the writer found that if someone's education level is higher, the probability to become the atypical employee is lower. The ever-married people become the full-time staffs is more possible than become the atypical employees. About the part of unemployment, the probability of that ever-married people become the out-of-work is reduced.

In the part of inhabited area, people living in the mountainous region small town have more influence. About the job, the probability to become the atypical employee

in the trade, industry and commerce service industry is higher. The department and the duty type will all affect whether to become the atypical employee's probability. According to the research, the researcher thought that the atypical employment will expand continually in the future and become one kind of habit employment type.