

建設業招募人員問題之探討及因應策略之研究

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摘要

More and more industry placed importance on Human Resource Management because they need exceptional employee to be able to survive in this high competitive environment of twenty-first century. Human Resource Management has four areas - "Selection, Training, Deployment and Stay", and the first stage is "Selection". Once industry organization recruiting unsuitable employee, it is not only to misuse industry resource but also cause unrecoverable lost to employee's career development.

Architecture consisted of Planning, Design, Construction and Operation. It contains various issues to tackle during life circle. Hence, under employee quality demand and global degree, the requirement of applicant must provide with high diploma, high endurance (long working hour), able to work under pressure (heavy & diverse workload) and multi-tasking. Moreover, they must have determination to dedicate or sacrifice for company. However, the most important task for organization is to acquire capable person and keep them in organization. The recruit mode to determine the best candidate is crucial.

Through the relevant connection survey from current architectonic employee's personality, working attitude and performance, we try to find out newcomer's core ability measure index and draw up a personality predict chart. We expected company can find the right person and prevent extra cost in hiring unsuitable person by using this chart so as to promote company's research development ability and competitive.

關鍵字：Architecture, Personality, Recruitment