

自我監控人格、文化智力與職涯投入之關係探討-以海外台灣工作者為例

The Relationship among Self-monitoring, Cultural Intelligence, and Career Engagement

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摘要

本研究探討在跨文化情境下，跨國工作者的自我監控、文化智力與職涯投入間的兩兩關係，並探討文化智力在自我監控與職涯投入間的中介效果。而本研究之研究對象為在海外就業的台灣人，透過網路問卷以便利抽樣及滾雪球的方式進行抽樣，有效問卷為 121 份，有效問卷率為 76%。

本研究利用迴歸分析及結構方程式(SEM, Mplus7.0 軟體)進行資料分析，研究結果顯示：(1)自我監控對於職涯投入有正向影響；(2)自我監控對文化智力有正向影響；(3)文化智力對於職涯投入有正向影響；(4)文化智力在自我監控到職涯投入間具有完全中介的效果。從研究結果中可以發現，自我監控的特質與文化智力的能力對於職涯投入行為具有重要的影響，且自我監控會透過文化智力作為中介的機制影響職涯投入行為。

關鍵字：自我監控，文化智力，職涯投入

ABSTRACT

The purpose of the present paper was to examine the relationship among self-monitoring, cultural intelligence (CQ), and career engagement of Taiwanese overseas workers under the inter-cultural setting. The major participants in this research were the overseas Taiwanese workers. We conducted the data by utilizing on-line questionnaire. Within four months, 159 questionnaires were received and 121 valid questionnaires were analyzed.

Data were analyzed by regression analysis and structural equation modeling. The results showed that: (1) self-monitoring has a positive effect on career engagement; (2) self-monitoring has a positive effect on CQ; (3) CQ has a positive effect on career engagement; (4) CQ partially mediated the relationship between self-monitoring and career engagement. Based on the research results, we concluded that self-monitoring and CQ have an important influence on one's career engagement. In addition, self-monitoring can influence one's career engagement through the mechanism of CQ. In the end, theoretical and practical contributions, research limitations, and recommendations for future studies were provided.

Keywords: Self-monitoring, Cultural intelligence, Career engagement