摘要

本研究運用模糊德菲法與層級分析法兩個步驟來建立準則，遴選台灣的智慧財產權專業管理人員，並分析使用兩種方法後所穫得之遴選關鍵因素。產業通常能夠運用自身的關鍵資源以贏取競爭優勢機會來擴大其全球市場，本研究評選委員來源爲從事與智慧財產權相關背景的產、官、學者專家共有 29 位參與；經由兩階段步驟來建立準則，研究結果發現到遴選智慧財產權專業管理人員的五個關鍵能力因素，分別是：具有評價智慧財產權能力者，具備精專找尋核心專利群能力者，具有評估專利可以釋出的可行性能力者，精估授權最適當時機能力者，決定專利應用於過內外之能力者。本研究發現可供遴選適才適所、智慧財產權專業人員研究參考。

關鍵詞：層級分析法、遴選、關鍵因素、智慧財產權管理者、模糊德菲

Abstract

This research uses the fuzzy Delphi screening criteria and Analytical Hierarchy Process (AHP) to analyze the key factors involved in evaluating and screening industry managers of intellectual property (IP) rights within Taiwan. Firms can utilize key human resource management factors to provide self-growth opportunities and obtain competitive advantage opportunities that can expand their global market share. This study summarizes the evaluation and screening criteria used for IPR managers via a questionnaire distributed to 29 management experts, government workers in IPR-related departments, and scholars with backgrounds in IPR related teaching; all had actually participated in IPR manager specialty decisions. The findings indicate five key competency factors: evaluating IPR, locating the core patent group, calculating the chance that patents will be granted, deciding the best time to patent, and deciding whether to apply for patents inland or overseas.

Keywords: Analytical Hierarchy Process, Evaluation and Screening, Key Factor, Intellectual Property Rights Managers, Fuzzy Delphi