

## 摘要

教育訓練委外是當今企業常使用的一項措施。作者在文中分析了知識分享、夥伴關係、制度化等因素是如何影響教育訓練委外之有效性，並討論人力資源管理措施如何調節前述因素對教育訓練委外有效性之影響。作者針對國內 387 家具有代表性的企業，使用層級迴歸來分析文中所提出的七項假說。研究結果顯示知識分享與制度化這兩項因素對委外績效有顯著的影響力，而人力資源管理措施則分別在知識分享、制度化與委外績效之間扮演重要的調節角色。

關鍵字：教育訓練委外、知識分享、夥伴關係、制度化、人力資源管理

## **Abstract**

It is currently a common practice for business organizations to outsource training responsibilities. The author analyzes the extent to which knowledge sharing, partnerships, institutionalization, and other organizational characteristics affect training outsourcing performance, then discusses how human resource management moderates the effects of other factors on outsourcing effectiveness. Seven hypotheses were analyzed using hierarchical regression models with data collected via questionnaires completed by 387 Taiwanese firms. The results indicate that knowledge sharing and institutionalization exert significant and separate effects on outsourcing performance, and that human resource management plays a significant role in moderating relationships between institutionalization and outsourcing effectiveness as well as between knowledge sharing and outsourcing performance.

**Key words:** training outsourcing, knowledge sharing, partnerships, institutionalization, human resource management.