

## Abstract

Title: An Empirical Study Considering Factors Influencing Employee Turnover on the Human Resources Development of China's Public Fund Management Companies -- Taking the Operation Department (Background) As an Example

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2016 1 9 16

Fund industry is fast growing depending immensely on manpower. Talented employee, especially, plays an important role in the industry. However, high turnover rate becomes the major issue and back-office employee is least to be neglected among those who resign. Thus, back office employee is selected as subject in the research for investigation factors of their leaving.

The research is divided into two phases. The first phase is analyzing upon theories. Based on literatures and research reports, there are two factors that influence back-office employee's leaving, organization and personal factors. The research will conduct deeper analysis into them according to six variables as follows: job pressure, future prospect, compensation benefits, conflict against individuality and family, leading style and job satisfaction rate. The second phase is empirical analysis. There are 158 questionnaires filled out from selected back-office employee. SPSS19 statistical software is processed to obtain reliability analysis, related analysis, regression analysis and ANOVA. The influential degree of each factor is shown upon employee's withdrawal intention.

This research concludes that the major factor which leads to high turnover rate is organization factor. Among them, future prospect and job satisfaction rate determine employee's intention to leave while effects of other factors are not obvious. It is also suggested that establishment of modern human resource concepts, setup of human resource regulation based on scientific facts, development of employee job career, dealing with performance appraisal and setup of competitive compensation and benefits system should be processed.

**Keywords: public offering fund, organization human resource development, turnover factor.**

## 摘要

题目: 中国公募基金管理公司组织人力发展之实证研究考虑离职影响因素——以运营部(后台)为例

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2016 / 9 / 16

基金行业是一个迅速发展的行业,基金的发行速度快,全仰仗了基金公司的精英们,这也就决定了基金行业人才的重要性。但是员工离职现象却频频发生在此行业中。在离职员工当中,不可忽视的是后台员工。本论文以基金公司后台员工为研究对象,考察了影响基金公司后台员工离职的主要因素。

本论文研究分为两个阶段,第一阶段是理论分析阶段,通过对现有文献和研究报告的整理和分析,将影响后台员工离职的因素归为两大方面,分别为:组织因素和个人因素。本论文从这两个层面进行探讨。引入了6个变量——工作压力、职业发展前景、薪酬福利、个人及家庭冲突情况、领导风格、工作满意度;第二阶段是实证分析阶段。研究中的实证数据来源于158名后台员工问卷调查,运用SPSS19统计软件进行信度分析、相关分析、回归分析、单因素方差分析,得出各个影响因素与后台员工离职意向的影响程度。

论文最后一部分是结论与建议的提出。通过研究分析发现,造成后台员工离职的主要影响因素是组织因素,其中工作满意度和职业发展为本次研究中对离职意向影响程度较大,其他因素不显著。根据结论本论文提出了:树立现代人资理念;有科学依据的制定人资规划,优化人力资源招录模式;完善培训体系,开展员工职业生涯规划;建立公正合理的绩效考核机制;建立具有竞争性的薪酬福利机制。

关键字: 公募基金、组织人力发展、离职影响因