

## Factor Analysis on Localization of Human Resources of Japanese Firms in Taiwan

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**Abstract :** Localization in the aspect of human resource means more diversity and more opportunities. The main purpose of this article is to identify the perception of local employees and intermediate managers (non-Japanese) and figure out exploratory factors which have been contributing and blocking the level of localization in the aspect of human resource management by using EFA (Exploratory Factors Analysis). Questionnaires will be designed for local employees and managers to inquire about the perceptions of regulations and implementation regarding recruitment, training and development, promotion and rewarding. The study finds that Japanese firms have worked well in the process of localization, especially in hiring and training local staffs in Taiwan. The significance of this study lies in paying more attention to the perception of local employees and intermediate managers regarding localization rather than interviews results from Japanese expatriates or top HR managers who are in charging of localization policy-making.

**Keywords :** Japanese firms in Taiwan, localization of human resources, exploratory factors analysis, local employees and intermediate managers

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