

| | |
|---------------------|---|
| Subject/Title | Guanxi Network among Government, Private Industries and Non-Profit Organization: A Case of Strategic Alliance by the Human Resource Training Center in Central Taiwan |
| Author(s) | Yi-Ju Chen |
| Journal Title | Review of Social Sciences |
| Vol/Publishing Date | Vol.4 No.2 (2010/10) |
| Page(s) | 155 - 189 |
| Language | Chinese |
| Abstract | <p>The Central Training Center plans to integrate the training resources of central Taiwan to improve the performance of labor training and to help local industry in technical advancement and product development. It also analyzes the regional employment needs and establishes communication with its subsidiary training units. It established the Central Human Resource Training Strategic Alliance (CHRTSA) in June, 2004, to coordinate the training capacities of schools, research centers and governmental training units. The aim of the CHRTSA is to improve the professional abilities of labors and to minimize the gap between abilities learned in vocational education and the actual skills needed in practice. This research, therefore, intends to understand the cooperative strategies and network structures between the government, the private sectors and the non-profit organizations as well as to review the factors that influence supply and demand in the labor market. This research utilized the Guanxi network to probe into the interactions between public, private and non-profit organizations. Furthermore, this research tries to create a sketch of the factors that affect the interactions between each actor in the partnership, which include the process of relationship establishment and trust building, commitment of mutual benefit, and relationship maintenance. The qualitative findings show that the Chinese style of Guanxi network has been firmly established among the government, the private business and the non-profit organization. The two key elements, trust and promise, are highly valued in the partnership, and, therefore, provide the strong basis for future cooperation among the three.</p> |
| Keyword(s) | Guanxi Network ; Personnel Training ; Strategic Alliance ; Bureau of the Employment and Vocational Training |