**(範例)**

**English Title of the Paper**

|  |  |
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**Abstract**

Introduce the paper with an abstract of approximately 250 words. Begin in the left column with centered heading “Abstract” set above the single-spaced abstract text. The abstract should properly describe the findings or arguments presented in the paper. A maximum of five keywords should be provided below the abstract.

**Keywords:** paper format, conference, human resource development

**論文題目**

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| --- | --- |
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**摘要**

本文將說明研討會的完稿排版格式，已由本研討會接受的論文，煩請務必依照本格式進行編排。請附約250字的摘要，摘要應適切說明論文主旨、研究方法、研究結果或預期貢獻。

**關鍵字：**論文格式、研討會、人力資源發展

**正文**

在科技進步一日千里與世界貿易組織(WTO)的催化下，各國紛紛採取自由化措施，更加速世界市場全球化，成為近20年來國際經濟上最顯著而重要的現象。

 在全球化的趨勢下，各國企業積極開全球佈局，尋找最佳的人力資源，追求國際競爭力已是大家共同的目標。台灣自八O年代起，許多國內企業紛紛從事對外投資而成為多國籍企業，國內組織也陸續與國際接軌，從事國際事務合作的發展。然而，這些跨國企業或組織，所面臨如何照顧管理派外人員，與當地工作人員在地化之培訓等問題，這些複雜的人力資源議題，已是培養具備國際運作能力人才時必須重視之關鍵。

 (其他內容)

**表1. 領導風格對團隊學習影響的迴歸分析**

|  |  |
| --- | --- |
|  | **團隊學習**  |
|  | 模型 1 | 模型2 | 模型3 | 模型4 |
| 常數項 | 3.226 | 2.227 | 1.820 | 2.064 |
| 教育 | .021 | .031 | -.162 | -.173 |
| 年資 | .148 | .198 | .098 | .079 |
| 交易型領導 |  | .271\*\* |  | -.088 |
| 轉換型領導 |  |  | .594\*\*\* | .622\*\*\* |
| N | 77 | 77 | 77 | 77 |
| R | .159 | .299 | .772 | .776 |
| Adjusted R2 | -.029 | .025 | .568 | .568 |
| F | .465 | 1.396 | 20.972\*\*\* | 17.636\*\*\* |

\*\*\* p<.001, \*\* p<.01, \* p<.05



**圖1. 搜尋引擎示意圖**

**參考文獻**

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**附錄**

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