

論文名稱：專業人才應具備核心能力之研究－以財務 總頁數：91
金融業為例

校(院)所組別：中國文化大學商學院國際企業管理研究所

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論文提要內容：

本研究旨在探討財金專業學士應具備之關鍵核心能力衡量指標其權重比例，及相關尚可改善之指標，藉以提升財金專業人才自我檢索整體核心競爭力之參考，並提供日後學術界與產業界規劃訓練課程時之依據。最重要的構面為「能力」，而整體衡量指標最重要的是「有責任感」。「有責任感」為可提升整體核心能力之指標，而「積極主動」則係可供檢定、觀測整體核心能力之核心指標。

綜合本研究結果，建議學校可透過產學合作方式，與業界共同訂定課程，提升學習興趣。產業界則可安排師資到校，給予學生實務面的介紹。而學生則必須藉由積極的課程、活動參與，培養為自己未來負責的態度，配合自己在校所習專業知識與相關技能，奠定未來職涯發展的基礎。

關鍵字：核心能力(competency)、分析層級程序法(AHP)、決策實驗室法(DEMATEL)

A Research on the Competency of Financial Professions

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ABSTRACT

To achieve such research goal, this research reviews references to gain the weight ratio of the academy's indicator for core competency and to find the observable indicators and the improvable indicators. The researched subjects are senior managers of the country's leading financial companies and senior professors in the country's leading financial departments. The most important academy is "ability," and the most important overall weight indicator is "the sense of responsibility," which is also the indicator that lifts the overall core competency. And "aggressiveness" is the core indicator for evaluating and observing the overall core competency.

To conclude from the result of the research, it is suggested that schools design courses with the industry to increase the study motif. The industry can also send people to schools to introduce practical knowledge to students. Students, on the other hand, must participate aggressively in courses and activities, learn to be responsible of the future, combine the knowledge and skills they learn and use them as stepping stones for future career development.

Key Words: competency, AHP, DEMATEL