

LIST OF FIGURES

Figure 2.1 Impact of HR practices on the performance of business units	11
Figure 2.2 Summary of factors influencing individual effective cross-cultural communication.....	26
Figure 3.1 Framework of the study	31
Figure 3.2 Hypotheses in the framework of the study	32
Figure 3.3 Steps of the study.....	34
Figure 3.4 Ratio of migrant worker's nationality in Taiwan in 2007	35
Figure 3.5 Ratio of migrant worker's vocations in Taiwan in 2007	35
Figure 4.1 Affective commitment patterns of migrant workers	58
Figure 4.2 Moderate effect of ECCC.....	63
Figure 5.1 Correlation among HR practices, ECCC and affective commitment	67