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Education

- PhD, Institute of Human Resource Management, National Sun Yat-sen University, 2004/6
- Master, The Graduate School of Commerce, Waseda University, 1992/3

Area of Specialty

Human Resource Management, Organizational Behavior, Competency Analysis,
Performance Management

Academic Experience

- Associate Professor, Department of Business Administration, Southern Taiwan University of Science and Technology, 2009/8 to present
- Associate Professor, Institute of Technological and Vocational Education and Human Resources Development, Southern Taiwan University of Science and Technology, 2005/8 to 2009/7
- Instructor, Department of Leisure, Recreation and Tourism Management 1992/8 to 2005/7

Work Experience

- Food and Beverage Director, Fortune Hotel, 1986/4-1988/6.

Publications

Journal Papers:

1. Pan, Yueh-Chiu, **Pei-Wen Huang**, Jin-Chuan Lee, and Ching-Lu Chang (2012) "Relationships among Job Rotation Perception and Intention, Job Satisfaction and Job Performance: A Study of Tainan Area Nurses," The Journal of Nursing, 59(2), 51-60. (in Chinese)

Conference Papers:

1. Lin, Chia-Hui, and **Pei-Wen Huang** (2016) "The Construction of Competency Model for Motorcycle Technicians-A Case Study of N Company in Motorcycle Industry," 2016 Southern Taiwan MBA Conference, Tainan, Taiwan.
2. **Huang, Pei-Wen**, and De-JhenWu (2016) "The Construction of Competency Model for Furniture carpentry staff," 2016 Conference of Service Management & Innovation, Tainan, Taiwan.
3. **Huang, Pei-Wen**, and Kuan-Yi Lu (2016) "The Construction of Competency Model for Firmware Engineer," 2016 Conference of Service Management & Innovation,

- Tainan, Taiwan.
4. Chou, Yi-Ting, and **Pei-Wen Huang** (2016) "The Construction of Competency Model and Competency-Based Program for Instrument control personnel," 2016 Conference of Service Management & Innovation, Tainan, Taiwan.
 5. Weng, Jui-Ming, and **Pei-Wen Huang** (2016) "The Construction of Competency Model for Archaeology Practitioners," 2016 Conference of Service Management & Innovation, Tainan, Taiwan.
 6. Hsu, Chiung-Wei, and **Pei-Wen Huang** (2016) "The Construction of Competency Model for Hydropower technical personnel," 2016 Conference of Service Management & Innovation, Tainan, Taiwan.
 7. Chen, Peng-Jun, and **Pei-Wen Huang** (2016) "The Construction of Competency Model for Computer aided mechanical drawing staff," 2016 Conference of Service Management & Innovation, Tainan, Taiwan.
 8. **Huang, Pei-Wen,** and Wan-Shan Chen (2016) "The Construction of Competency Model for Bakery Productions Worker," 2016 Conference of Service Management & Innovation, Tainan, Taiwan.
 9. **Huang, Pei-Wen,** and Shu-Chun Chen (2016) "The Relationship among Practice Environment Perception, Job Vigor and Intention to Stay of Public Health Nurses in Tainan," 2016 Conference of Service Management & Innovation, Tainan, Taiwan.
 10. **Huang, Pei-Wen,** and Yu-Tan Huang (2016) "The Construction of Competency Model for Solar System Installers," 2016 Conference of Service Management & Innovation, Tainan, Taiwan.
 11. **Huang, Pei-Wen,** and Chih-Kang Liu (2016) "The Development of Competency Model for Public Relations Personnel in Public Sectors-A Case Study of Regional Branches of Workforce Development Agency, Ministry of Labor, Taiwan," 2016 Conference of Service Management & Innovation, Tainan, Taiwan.
 12. **Huang, Pei-Wen,** and Hsin-Yu Dai (2015) "Competency-Based Program of Assistant Real Estate Brokers," 2015 Southern Taiwan MBA Conference, Tainan, Taiwan.
 13. **Huang, Pei-Wen,** and Yu-Tsan Lin (2015) "Basic Metal Manufacturing-mechanical material Engineer Program of Competency Model-PCM," 2015 Southern Taiwan MBA Conference, Tainan, Taiwan.
 14. **Huang, Pei-Wen,** and Shu-Yuan Lin (2015) "The Relationship among Employee Assistance Programs, Relationship Quality and Well-being," 2015 Southern Taiwan MBA Conference, Tainan, Taiwan.
 15. **Huang, Pei-Wen,** and Yu-Lun Chen (2015) "Competency-Based Program of Training Specialist," 2015 Southern Taiwan MBA Conference, Tainan, Taiwan.
 16. **Huang, Pei-Wen,** and Fan-Hwa Lee (2014) "In view of scaffolding instruction to develop the manpower cultivation model of competency oriented-a case study of beer theme restaurants," 2014 Southern Taiwan MBA Conference, Tainan, Taiwan.
 17. **Huang, Pei-Wen,** and Meng-Chin Chen (2014) "The Influence of Learning Motivation and Learning Satisfaction on Learning Effectiveness: A Case of Childcare Training," 2014 Southern Taiwan MBA Conference, Tainan, Taiwan.
 18. **Huang, Pei-Wen,** and Chin-Chyun Wang (2014) "The Construction of Competency Model and Training Packages: A Case Study of F&B Servers in the Tourist Industry," 2014 Southern Taiwan MBA Conference, Tainan, Taiwan.
 19. **Huang, Pei-Wen,** and Yi-Hsuan Chen (2014) "The Relationship between Smartphone Utilization and Job Performance: Using Work Vigor as the Mediator,"

- The 2014 Conference on Marketing, Logistics and Management, Tainan, Taiwan.
20. **Huang, Pei-Wen,** and Li-Yi Wang (2013) “The Influences of Type A Personality and Stress Coping Strategy on Overwork: A Case of Teachers in Southern Taiwan University of Science and Technology,” 2013 Conference on Management and Decision, Chiayi, Taiwan.
 21. **Huang, Pei-Wen,** and Ching-Yu, Chen (2013) “The Influences of Servant Leadership and Job Vigor on Intention to Stay - A Case of Southern Taiwan University of Science and Technology,” 2013 Conference on Management and Decision, Chiayi, Taiwan.
 22. **Huang, Pei-Wen,** and Fang-Yi Li (2012) “The Influences of Person-Organization Fit, Ethics of Profession and Job Opportunities on Retention: A Case of S Pharmaceutical Company,” 2012 Conference of Service Management & Innovation, Tainan, Taiwan.
 23. **Huang, Pei-Wen,** and Feng Ts'un Wen (2012) “The Influences of Role Stress and Job Vigor on Intent to Stay: A Case of Tainan Prison Guard Officers Agency of Corrections Ministry of Justice,” 2012 Conference of Service Management & Innovation, Tainan, Taiwan.
 24. **Huang, Pei-Wen,** and Chien-Cheng Wu (2012) “The Influence of Career Orientation on Off-Duty Learning and Turnover Intention: A Case of Non-Commissioned Officers in the Army Combat School,” 2012 Conference of Service Management & Innovation, Tainan, Taiwan.
 25. **Huang, Pei-Wen,** and Chia Ling Yu (2012) “The Influence of Person – Organization Fit on Organizational Identification in the Hospitality Industry: Hiring Channel as a Moderator,” TBI 2012 Taiwan conference on Business and Information, New Taipei, Taiwan.
 26. **Huang, Pei-Wen,** and Hui-ju Lee (2012) “The Influences of Effort and Performance on Promotional Opportunity – A Case of Y Company,” 2012 Southern Taiwan MBA Conference, Tainan, Taiwan.
 27. **Huang, Pei-Wen,** and Chen-I Hsieh(2012) “A Survey of the Competence and Training Requirement on The Native and Characteristic Food Beverage in Yunlin,” 2012 The 8th Conference on Theories and Practices in International Business, Tainan, Taiwan.

Dissertation

Huang, Pei-Wen (2004) “*The Simultaneous Effects of Fit With Organizations, Groups, and Jobs on Job Satisfaction, Job Performance, and Job Change Intention: A Case Involving food and beverage employees in the hotel industry in Taiwan,*” Ph.D. Dissertation, National Sun Yat-sen University

Entrusted Practical Projects

1. Entrusted by Competence Enterprise Co., Ltd., No: 321050059, “A Dictionary of Target Industry Competencies and the Construction of Talent Development System” 2016/3-2016/10.
2. Entrusted by Yunlin-Chiayi-Tainan Regional Branch, No: 321040163-GP, “105 Annual Plan for Certification Courses of Self-Initiated Pre-Service Training” 2015/11-2016/10.

3. Entrusted by Lioujia District Office, Tainan City, No: 131040130-GP, "Service Performance Counseling Project for Lioujia District Office, Tainan City" 2015/9-2015/12.
4. Entrusted by Chinese Hospitality Education Association, No: 321040183, "Competency-Based Program of Hospitality College Teachers" 2015/4-2015/11.
5. Entrusted by Civil Service Development Institute, Tainan City Government, No: 321040060-GP, "Certification Courses of Interviews Management Seminar" 2015/3-2015/4.
6. Entrusted by Taiwan Industry Functions Development Association, No: 321030516, "Training Specialist Competency-Oriented Curriculum Planning, Implementation and Evaluation" 2014/12-2015/8.
7. Entrusted by Yunlin-Chiayi-Tainan Regional Branch, No: 321030211-GP, "104 Annual Plan for Competency Development and Certification Courses of Self-Initiated Pre-Service Training" 2014/11-2015/10.
8. Entrusted by Cathay Life Insurance Co., Ltd., No: 321030482, "A Construction of the Management Competency Model of Business Executives" 2014/11-2015/2
9. Entrusted by Tainan Real Estate service Labor union, No: 321030443, "Competency-Based Program of Assistant Real Estate Brokers" 2014/9-2015/4.
10. Entrusted by Derjian Enterprises Ltd., No: 321030372, "Chef and Exhibition Staff Competency-Oriented Curriculum Planning" 2014/7-2015/2.
11. Entrusted by Yunlin-Chiayi-Tainan Regional Branch, No: 321030081-GP, "103 Annual Plan for Competency Development and Certification Courses of Self-Initiated Pre-Service Training" 2014/3-2014/10.
12. Entrusted by Wah Hong Industrial Corp., No: 321030051, "Construction of the Executive Competency System" 2014/3-2014/10.
13. Entrusted by Derjian Enterprises Ltd., No: 321030228, "A Construction of the Competency Model of Travel and Tourism Category with Future Development Value" 2014/3-2014/6.
14. Entrusted by Derjian Enterprises Ltd., No: 321020198, "Training Manager Competency-Oriented Curriculum Planning, Implementation and Evaluation" 2013/11-2014/4.
15. Entrusted by Civil Service Development Institute, Tainan City Government, No: 321020188-GP, "Digital Learning Platform Name Design and HRD Platform for Government-Academic Collaboration - Project Planning Report for University Town" 2013/8-2013/10.
16. Entrusted by Taiwan Industry Functions Development Association, No: 321020302, "Construction of the Training Officer Competency Standard and Training Package" 2013/7-2013/12.

17. Entrusted by Yunlin-Chiayi-Tainan Regional Employment Service Center, No: 321020171-GP, "Yunlin-Chiayi-Tainan Regional Branch Director Consensus Camp" 2013/8-2013/9.

Honors and Awards

- *Masterpiece Paper Award*, "The Influence of Person — Organization Fit on Organizational Identification in the Hospitality Industry: Hiring Channel as a Moderator," TBI 2012 Taiwan Conference on Business and Information, 2012.

Academic Service

- *Reviewer*, Journal of Kao Yuan Institute of Technology, 2012/6.