

## **ACKNOWLEDGEMENT**

I would like to thank those who have assisted me during the process of conducting this research. I would like to express my gratitude to Dr. Yen Hsu, my research supervisor, for his guidance, advice, encouragements and unlimited patience with me while preparing this research.

I am also in debt to Prof. Ted Shir-Tau Tsai, Prof. Day-Yang Liu, Dr. Steven Lai and Dr. Tony Shih. Their previous comments have made the structures of this thesis possible. In addition, I would like to give my thanks to my family forgiving me their endless love and support. Sincere thanks to my colleagues at the Graduate Institute of International Workforce Education and Development who have helped me with the instrumentation for their friendships.

Furthermore, I would also like to give credits to the staff of Company KL for their kind cooperation in the focus group discussions and interviews arrangements. Their sharing and comments are the key factors that made this research feasible.

Last but not least, I would also like to thank those who have participated in the interviews and the focus group discussion to share their valuable experiences with me and Mr. Dale Albanese for his comments.