

於職場出櫃之同性戀者於職涯發展認知初探

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摘要

Recently, the consciousness and rights of homosexuals have risen dramatically. However, whether to come out in their work place is a very difficult problem for homosexuals. Therefore, the objective of this research is to study the career development of homosexuals who came out in their work place, hoping to understand the career perception, come out strategy of homosexuals and the degree of friendliness that they are treated with by their co-workers. Through this research we hope to understand the cognition of homosexuals on the degree of friendliness in the work place, and provide advice for enterprises to build a friendly work environment for homosexuals.

Research results as below: The come out strategy should be to first fully understand the enterprise culture, superior' s attitude and carefully choose the co-workers to come out with. With this strategy, it is more likely to get friendly results, and will not cause effect on their future career development. If the company over promotes a welfare policy for the homosexuals it most likely will have an opposite effect and cause opposition. Therefore, we think that the company and co-workers should remain the way it is, and there is no need for segmentation. Therefore, if a company can provide an environment that can accept multi sexual orientation, not only can it increase the organizational commitment level of the homosexual works but also raise the image of its corporate social responsibility.

關鍵字：Homosexual, Come out strategy, Career Perception