ABSTRACT

Under those powerful current changes in the great environment, such as the changes of global demographic structure, family type, labor manpower market structure, and work style, as well as the transformation of social concepts and the aggravation of enterprise competition, etc., human resource management and development have already become the important agendas of management. Talent persons have solemnly become the most valuable asset of the enterprise; and, the agenda of work-life balance has also become the important core agenda of social policy in 21 century. This study is expected to compile the relevant opinions about the work-life balance of the middle/top executive directors in the service industries, as well as to analyze the investigation results which might provide a reference to the related units during their formulation of relevant policies. Furthermore, it is particularly expected this study conclusion could provide suggestion to the formulation on improvement of the working welfare system for company employee in order to allow the middle/top executive directors to improve their work and living qualities and to create a better perfect career process and life.

Keywords: Work-Life Balance, Service Industries, Middle/Top Executive Directors