

專業離散度與創意之關係研究

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摘要

由於激烈的競爭，愈具有創意能力的企業或個人，已成為市場各界競逐的對象。因此具有創意之個人形成最有價值之資產。但是許多研究創意之文獻中對於專業離散度對創意之影響卻尚未觸及，而時至今日專業多元化已形成趨勢，不論是證照、學習領域、產品設計乃至於企業專案皆希望能夠具有多項專長之組合，以期產生較佳之創意能力。為進一步了解專業能力對創意之影響，本文以專業能力(離散度)為自變數，創意為因變數，來釐清此二者之關係。並以專業獲得方式(含學位取得、證照取得、在職工作訓練取得、職業訓練取得)為前置變數，以預測其對專業能力之影響。其後以問卷調查法以及完全抽樣(系統整合公司部分單位)與立意及便利抽樣(系統整合公司部分單位、不同科系學生、捷運工程公司、高鐵公司等)等方式進行問卷調查。共進行兩次問卷調查(第二次為多源管理(Multi-administration))計發放問卷590份(355+235)，並以SPSS進行分析，以了解專業能力(離散度)、概念組合、創意三者間之實證關係。研究結果顯示：1. 支持概念組合對於專業能力(離散度)有助於創意展現之中介關係之假設。2. 支持專業能力(離散度)有助於創意展現之假設。3. 得到在職訓練所獲得之專業能力最有助益，但就優先順序而言，則學科學習、證照、職訓與在職訓練四者排序為第一位者並無太大之差異。

關鍵詞：專業能力(離散度)、概念組合、創意、專業獲得方式

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