

A Study on GOCO of the Military Factories - Based on External Points of Organizational Theories

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ABSTRACT

Since National Enterprises have been run by local people during these years, therefore, the management of Military factory into GOCO (Government Owned Contractor Operated) has become a very important policy of the Ministry of National Defense, which in order to enhance the efficiency of management, cost reduction, and ensure the combat power has been improved. In the organization revolution, the impact factor has internal and external environment irritate, the importance of external environment has been become a popular modernization organizational theory. So, the unascertainable environment is hard to control, the organization is hard to adjust the environment either, those are the impact factors of the military factory into GOCO. In this thesis, the author has conducted the literature research which regarding to Shafritz & Ott (1992) mentioned mutual organizational theory about system, ecology, marketing, culture and power. And to find out the problems of the Military factory into GOCO. The purpose of this research is as follows: From the literature research, to organize the structure of each organizational theory and research analysis. Through many times involvement and focus-interview, try to find out the possible problems of Military factory into GOCO. Analyze the content of interviews to find out what environment affect the military factory into GOCO, also the author will provide the possible solution case. On the results of this thesis research, there are same consciousness but different opinions for the military factory into GOCO by external points of organizational theories to analyze. The same consciousness is environment will affect the organization revolution, system theory and resource rely-on theory will affect GOCO, but for the trade cost theory is not. Finally, the conclusion of this thesis is: For the military organization revolution, such as Military factory into GOCO, shall increase the communication of planning layer and executive layer, and establish the concept of organization system, control the anti-feedback information. Handle the resource, reduce the dependence, thus will make the organization revolution succeeded. Change the organization culture, to face the organization revolution. The management people shall think about and make research on the downsizing and arrangement benefit of the employees in advance, in order to concentrate the strength of teamwork. It is a necessary attitude to set up a reasonable basic law to decrease any kind of unsatisfied and resistance from the employees. Choose the civilian people to run the military factory, not only consider the military problems such as the combat readiness, safety heart-core capability ...etc., but also the willingness of local people is key for the success of GOCO.

Keywords : GOCO ; Organizational Theory

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