

The Effect of Organization Revolution and Internationalized Perception on Organization Citizen Behaviors - A Case Study o

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ABSTRACT

In the past, military organization model has changed from 「Military Strength Maximum」 to 「Military Affairs Modernized」. Until January in 1991, the united states lead the allied forces to win a victory over the Persian golf war and then strive to carry out the issue of 「Military Revolution」 into the military army development plan. Thus, many countries positively found their own way to research the issue. In our country, the national defensive organization, therefore, is becoming the frame of 「Consistent Authority and Responsibility」 and 「Professional Department」 due to the trend as described above and, besides, the situations between Taiwan and Mainland China--- As a result, we reduce the army personnel number down to 380 thousand members. The organization revolution will make environments unfamiliar. These so-called environments include organization structure, obscure role play, burdened role play, role conflict, career development and, even more, the personal perception, which will definitely influence a member 's organization citizen behavior. Herewith we approach this study as a reference to clarify the connected effect of organization revolution on cadre perception and organization citizen behavior. Thus, some results are concluded as below to promote unit department achievements and fulfil job targets: 1.From our questioned officers, they are not identified with the Cadre Refined Policy and think that unfair task burden exists. National Defensive Department should take this seriously to figure ways out to lift army morale. 2.Military officers should know that the preached organization revolution should combined with the international trend. 3.The more extra efforts the military officers would like to make, the higher the loyalty is. It means the organization citizen behavior performs better. 4.The lieutenant colonels got higher grades than the captains on organization revolution acknowledgement. Besides, the 「career planning perception」 got a highest coefficient, which means military officers approve the Cadre Refined Policy because of fair and disclosed promotion system. 5.The higher the academic background is, the better the organization citizen behavior performs. Since we take the educational background into the consideration for manpower application judgement, the higher the authority is, the higher the academic background is. Therefore, that is why we conclude the outcome as described. 6.Different organization perception produces different organization citizen behavior. The army structure is a triangular form in which the top class will make more efforts on their own assignment, for they realize a developing career future in a pubic and open personnel judgement application. 7.The higher the internationalized perception is, the better the organization citizen behavior also performs. Because of the severe influence under the United states and the Mainland china, all military officers are willing to dedicated themselves moreto organization change on the premise of internationalization ”.

Keywords : organization revolution ; career planning ; citizen behavior ; organization development

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