

# A Study on the Job Involvement Affected by Globalization Awareness、 Organizational Restructuring and Personal Characteri

彭進明、賴文魁；劉家駒

E-mail: 9301913@mail.dyu.edu.tw

## ABSTRACT

With the fast changes of international situation and continuous expansion of military power of mainland China, our national security is facing unprecedented rigid challenge. To accelerate the establishment of a modern, professional, and efficient force in meeting the future defense needs, our Manpower Downsizing Program is, under the guidance and direction of National Defense Department, in full swing. It is no doubt that the program will generate significant impact on organizational structure and personnel involved over their career development. It is expected that after completing the subject program, the aftermath such as heavy workload, low efficiency and pressure will gradually surface. Even worse, the loyalty for organization and active altitude in dealing with matters might also be deteriorated for lack of willingness of devoting themselves in their workplaces. As we all know, the military is an organization requiring much team spirit, mutual coordination and cooperation. On the other hand, the devotion of each personnel to their jobs is a momentum to move the whole organization forward. It is therefore worth studying for us to monitor the perception of the downsizing plan and the attitude of relevant people toward work in the reorganization. The organizational overhaul will surely change the familiar working environment that people originally have, including role conflict, workload, and career development. Then the negative reactions like working attitude of personnel would also be reflected to their organizations since their working environment has changed. The assumptions of this study are based upon: 1. Awareness of workload will influence personnel ' s working attitude. 2. Awareness of what efficiency bringing out in the reorganization will affect the working attitude. 3. The awareness of career development will impact on the personal willingness for work. 4. The attitude adopted by officers in the reorganization will affect their devotion to work. 5. The globalization awareness will influence the personal willingness toward work. The results of this study, according to practical examination, are summarized as follows: 1. In the area of personal characters and devotion to work, it is found a. The married officers will much more care about their work than unmarried officers due to the concern of their incomes. b. Higher ranking officer are more serious for their workplaces than lower ranking officers. 2. In the areas of organizational restructure and devotion to work, it is found a. The personnel allocation, workload, and operating process in the reorganization plan will produce positive impact on career development, devotion to work, and daily life. b. The operating process, quality of work, extent of authorization, information operation, regulation of leave, and retirement system in the reorganization will have good effect on purpose of personal life, involvement in work, and daily life. c. After the reorganization plan is completed, the remaining people will be able to devote themselves much more to work since work protection and career development are guaranteed. In conclusion, it is found that all the people still make their best efforts and give full attention to their jobs and tasks after the reorganization. They all continue to maintain active attitude and strong enthusiasm to accomplish their given missions.

Keywords : Job Involvement ; Globalization Awareness ; Organizational Restructuring ; Personal Characteristics

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