

The Study on The Government Owned Contractor Operated for The Military Personnel Working Right Who Transfer to be Employ

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ABSTRACT

The Government had researched and finished military factory privatization policy and the Defense Minister Tang Fei drew up Government Owned Contractor Operated (GOCO) propose in March 1999. When the GOCO propose become an executive project for military research institution and maintenance factory, the Defense of Department (DOD) take implementation steps in four directions, there are : 1.Research statement of work phase 2.Design business plan phase 3.Partial operation phase 4.Review the year and plan for the coming one phase There are 34 military factory organize into CHUNG-SHAN institute of science and technology, Army, Navy, Air force and Combined service force could execute GOCO project and 17 factory could be execute GOCO project in the coming year after evaluate. To accumulate executive experience, the DOD candidate two priority factory in the beginning, one is Combined service force 000 factory that response for military uniform textile and the other is the second area logistic center (X ALC) that response for propeller driven and rotary wing depot level maintenance. The system of the military personnel who transferred to be employed by the private entities is designed to serve as the main key to make a better progress of the whole project. The most important thing in this program is to assure the working right of the military personnel who transferred to be employed by the private entities. The research is focused on three principles, including laws, foundation, and administration, and run this research in interviews. Researchers chose specialists, military staff, factory managers, and 63 people from the five of the transferred units to have in-depth and focused group interview. The researchers collected information and composed the drafts words by words to analyze and then they discovered 88 significant discoveries. After categorizing and merging, they propose 8 conclusions; 1.the uniqueness of the system of the military personnel who transferred to be employed by the private entities 2.the fine purpose of system of the military personnel who transferred to be employed by the private entities 3.there is no strong principles to assure the working rights of system of the military personnel who transferred to be employed by the private entities 4.the purpose of management varies from the administration 5.the reorganization to the military personnel who transferred to be employed by the private entities differs from the higher level officers from basic administration workers 6.the continuous doubts about the working rights of the military personnel who transferred to be employed by the private entities 7.the attitude adjustment of the people who choose the military personnel who transferred to be employed by the private entities 8.the factory who wins the bid should make proper adjustment to the military personnel who transferred to be employed by the private entities According to the conclusions, researchers proposed 15 concrete improvement and 2 continuous research suggestions to military for reference to assure the working rights of the military personnel who transferred to be employed by the private entities, and the fifteen suggestions as followed: 1.To modify " Regulations of the Operation and Management of National Defense Technology Institutions by Private Entities " article thirty-three rule three to agree on three years of military position on loan of article twenty-nine " Act of Assignment for Officers And Noncommissioned Officers of the Armed Forces. " 2.To modify " Regulations of the Operation and Management of National Defense Technology Institutions by Private Entities " article thirty-three to both military and non-military positions have equal working rights, such as retired and transferred to the factory according to the laws. 3.To organize the amount of people in the air force which cause the loss of working rights and modify articles to maintain the rights of the military personnel who transferred to be employed by the private entities. 4.To suggest contracted military officers and sergeants to have special Permitted rules to authorize branches of the armed forces of the stay and extend years of service 5.To suggest rewards for assigned military personnel and employed workers of private entities after completing their assignments and returning to their positions 6.At the beginning of the purchasing project, to hire law and financial Consultants 7.To establish special assigned units to follow and carry out the contract ,judge the outcome, run the managing target, and analyze to report the result of military personnel who transferred to be employed by the private entities 8.Re-plan the request of man power and respect individual willingness to avoid military to assign private entities to support the contract factory or recruit 9.To suggest the benefits of workers who are willing to be employed and also has a military position to be assured the same benefits in the military and cancel the rule for people who are willing to the employed to private entities 10.To establish complete information system and communication system to comfort people, lower risks, decrease dissatisfactions, and solve mistreatments to assure working rights 11.To establish trust to the military by thinking positively and establishing confidence to believe the military will definitely try to assure the rights of military personnel who transferred to be employed by the private entities 12.To use the information to gain means of communication and complainant to care about individual rights and rights as the whole to win the greatest rights of military personnel who transferred to be employed by the

private entities 13. To keep observing, striving, and suggesting military to solve and settle the previous issues and make sure that factory is correct before the military start the eleventh survey of willingness 14. To suggest the factory not too put benefits ahead, but to put long term and future development as the main concern and plan the development of military personnel who transferred to be employed by the private entities so that helps their career development and career plans. 15. To focus on the six management problems that research conclusion proposed to the factory who wins the bid, the factory should organize actively and make proper plans to interact with the project Following research suggestions: 1. Research of the system of government owned contract operation and the system military personnel who transferred to be employed by the private entities 2. Satisfaction survey of the administration of military personnel who transferred to be employed by the private entities

Keywords : Privatization ; Working Right ; GOCO ; Military personnel who transfer to be employed by the Private Entities

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