

The Feasibility Research on the Introduction of Organizational Change into Military Supervisory System

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ABSTRACT

ABSTRACT A dynamic organization is not a static system, which faces a much more complex environment than it used to have in the past. These impacts continuously force organization to adopt change issues internally and externally. For the management team, it will be easy and simple working in an inflexible company, which organization operations are working in the same patterns. There are no uncertainties in the planning stage. As for the project outcomes, managers can make precise predictions and estimations. The decision-making process is straightforward and easy to follow. However, the facts of organization development show that a survival business cannot resist to changes. Even a usually successful and effective enterprise could face a fundamental change because of the environmental changes making the organization structure and management processes inappropriate. A change-ready organization is committed to continually building its competency to respond as needed to a complex and ever-changing environment. The company recognizes that, in these complex environments, facilitating organization changes and managing to implement and identify those changes become critical to the success. The purpose of this research is to review and explore the theories of organizational transformation and reengineering. This aims to identify the critical issues for a successful reengineering program. These factors as a reference can assist military organization to implement the project smoothly. R.O.C. military has implemented organization-reengineering program in order to cope with the challenges from the cross straits and world aspects. This thesis reviews related literature of innovative organization reengineering and transformation theories. These findings reveal that the supports of the core competencies and competitive advantages to the successful implementation of these proposals in the R.O.C. military are essential. A well-defined vision and mission statement and key strategic thrusts need to be identified to ensure the effective implementation. Detailed communication plans need to be drawn up to ensure the involvement of staff in the vision and the approval of the military organization. A series of follow-up and culture review sessions need to be planned to ensure the plans are on track and successful. The Military Discipline and Ethics (MDE) function is a sub- function under the R.O.C. military political warfare system. Under this organizational structure and regulations, there are two main issues need to be clarified. What are the role, tasks, and monitoring approaches for staff officers working under MDE? How to prevent corruptions and unethical affairs within the monitoring mechanism? Result from writer research interest .Hope to can tender by this research the army has the help in promoting to oversee organic function. The study shows different and personal variable recognition toward organizational change is variant. Changes in the organization cause the certain degree of impact. When the personal interests in members are to suffer the threats, the bloc will make the decency that can realize the organizational change while still has the emotional and behavior responses of the resisting. If this kind of pressure does not obtain the suitable solution of the propriety, it will bring the ostracism to resist or even to destroy the changes. It can speed up the feasibility of organization if the system can gain the supports from factors such as organizational authorization information sharing and ideas communication etc. Defense organization in addition to understanding in constant changing atmosphere and the necessity of change, more importantly are the notion and method for reform so as to set up the new vision of national defense for the future. Key Words : organizational change, ethics officer, change stress

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