

Effects of Organization Culture, Understanding and Attitude Differences Expected in the 2nd Air Force Logistic Command,

王孝遠、賴文魁

E-mail: 9417988@mail.dyu.edu.tw

ABSTRACT

Any enterprise should have been fully carefully planned and assessed before carrying on an organizational convert by a large margin, let alone, the style of the national defense undertaking body for a long time is conservative, it is heavy and complicated for the organization, regarding finishing the task as the work and leading. The military factors have to find out a proper way for transferring. In order to save government's budget expenditure, promote their competition while the time they are facing the change of internal and external operating environment as well as complying with national defence logistical system of countries in the world. Fortunately, on January 29, the 89th year of the Republic of China, both of The National Defense Law of National Defense and The Rules of Organization of National Defense issued by the President of ROC resulted in The State-run Privatization of Army's Factory obtained the source basis of the law eventually. The subjective for the present study is to research that will the organization culture, understanding of changes caused by privatization, and attitudes toward changes caused by privatization etc. create significant influence to who got promises from the organization, as well as research the connecting and dependence among the literary interfaces with the case of State-run Privatization of Army's Factory of the 2nd Air Force Logistic Command, Republic of China as the research object. Of which 280 were valid, the investigation were carried on distributing of 320 questionnaires to the subjects then collected data were analyzed with such as correlation analysis, regression analysis, route, analysis of variance, T assay analysis etc. statistic analysis methods. Results of the research is as follow: 1. Organization culture has had a significant impact on organizational commitment. 2. Organization culture hasn't had much of an impact on the understanding of changes caused by privatization. 3. The understanding of changes caused by privatization has had a significant impact on the attitudes toward changes caused by privatization. 4. Organization culture hasn't had much of an impact on the attitudes toward changes caused by privatization. 5. The attitudes toward changes caused by privatization have had a significant impact on organizational commitment. 6. There is causality for Organization culture, the understanding of changes caused by privatization; privatization improves the attitude, the attitudes toward changes caused by privatization, organizational commitment.

Keywords : State-run privatization of army's factory, organization culture, the understanding of changes caused by privatization, the attitudes toward changes caused by privatization, organizational commitment

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