

# 變革幅度對變革績效之影響探討

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## 摘要

鑑於過去研究結果對於組織變革及績效之關聯性仍無一致的看法，故本研究以114家處於衰退情境的企業為樣本，檢視變革幅度和變革績效的關係。主要之研究結果為(1) 地理擴張幅度對變革績效具負向之影響；(2) 相關產品擴張幅度對變革績效具負向之影響；(3) 購併幅度對變革績效具負向之影響；(4) ISO認證次數對變革績效具負向之影響。

關鍵詞：組織變革；國際擴張；多角化；ISO 認證；購併；變革績效

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