

組織學習傾向、個人創造力與組織創新之關聯性研究-以國軍保修基地為例

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摘要

建構高素質、現代化、專業化、網路化之優勢化新聯勤，整合三軍聯合後勤體系，專業專精知識管理，精進組織效能，完備聯合作戰後勤指管機制，強化指揮、管理、決策功能，達成平戰一致、精準、快速、有效支援三軍之目標，為當下聯合後勤司令部面臨組織革新的願景。近年來國際政治環境不變與中國大陸倡言不放棄武力制台之情勢，又頻臨國軍人力結構大幅精簡與國防預算逐年緊縮，嚴重影響裝備妥善之維持與國軍戰力之保障。因此；如何透過全球化知識經濟時代之資訊資源運用，讓日益減少的國防資源發揮最大效益，運用組織學習之觀點與個人創造力的開發，透過企業化管理模式之「組織創新」，積極創造基地修製之最高效益，實乃刻不容緩之重大課題。本研究選擇企業界領先風潮之組織學習傾向、個人創造力與組織創新等理念作為探討構面，相關文獻亦採用經過驗證之純熟觀點予探討，希能在不同的組織結構與文化背景下獲致異曲同功之效。

關鍵詞：組織學習；個人創造力；組織創新

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