

The Key-Success Factors of Organizational Transformation - Empirical Study of the Military Policy Branch, Ministry of Nat

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ABSTRACT

Modern organization reform has become a normality of enterprise today. However, the reformation is not a aimless behavior, but is still following the theoretical principle. The crux of the question is upon the break-in of mode of thinking and execution strategy. Therefore, the key factor of starting reformation is not about applying the pressure or step up on the gear of reformation. It is to realize the key factors of success and set back in order to gain the greatest success possibility. The purpose of this research is locate the key success factor of organization reformation from the angle of MND POL-MIL DEP management when facing down sizing and affair process simplification development. This research regards military-political department's affiliated officer, nonmilitary personnel of Ministry of National Defence as the research object and questionnaire investigation method is applied. 120 questionnaires were sent and 110 effective questionnaires were collected. After statistic analysis of t examine, varianats...etc, it is recognized that : 1. Age, year in service, and unit have remarkable influence upon key success factor of organization reformation. 2. Sex distinction, job classification, and rank does not affect key success factor of organization reformation that much. As we look at the rapid changing modern environment and the impact of open variety, militant 's point of value is totally different from before. In order to increase the successful opportunity of reformation and improve the achievement of management, the research suggests the executive reference for enterprise, Pol- Mil Dep and relative units ' organization reformation.

Keywords : Organization reformation ; Pol-Mil Dep ; Key factor of success

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