

The Study of the Organization Climate Innovative、 Management Styles and Creative Personality on Innovative Performance :

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ABSTRACT

ABSTRACT This research take software development personnel as object of study. By the questionnaire survey way, discusses Software Developing department in IT Firms between Taiwan and Mainland China cognition its company's Organization Climate Innovative, manager's management style and Creative Personality on Innovative Performance the influence to the company. Below this research questionnaire of effective sample the recycling, after the descriptive analysis, the reliability analysis ,the correlation analysis, the One-way ANOVA and the regression analysis, will obtain the conclusion. 1.The software Developing department in IT Firms between Taiwan and Mainland China its company's organization climate Innovative all has white and shiny the difference to the Innovative Performance. 2. The Taiwan area software development personnel recognizes management of style its responsible to have the remarkable difference to the Innovative Performance; But the land area does not have, demonstrated between Taiwan and Mainland China the different management style by no means has the remarkable difference to the Innovative Performance. 3. The software development personnel between Taiwan and Mainland China its Creative Personality all has the remarkable influence to innovation degree the innovation achievements; But in tallies progress of and the budget with the Innovative Performance is counted, the Mainland area software development personnel has the remarkable influence, but the Taiwan area personnel does not have, demonstrated tallies in the progress and the budget is counted, the creativity personality by no means has the difference to it

Keywords : 組織創新氣候 ; 管理風格 ; 創造力人格 ; 創新績效

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