

A Study of Organizational Commutatayion and Commutation Quality in the Process of Organizational Change-Example of ...

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ABSTRACT

The government operated business run by private cap@al's turning is to organize up of a graveness change, in order to terminating employee the official business personnel's status in the run by private capital turn the process, to personal occupation career and home life creation pound at, so organization policy of the promotion will have direct influence to the employee, reduce the employee resists. The government operated business changes the system for the run by private capital turn to relate to with employee most closely, the employee turns to the run by private capital what should one do it in order to concern, and the run by private capital turns to plan success or failure is influenced by employee's attitude rather greatly, so in the process of pushing run by private capital to turn, should draw up employee, the communication plans, systematic, communicate with employee, labor union well and directly by and large, in the negative aspect can Cean employee's worry in uncertainty, at aggressive the aspect can acquire employee to support with all strength and can go on wheel with making the run by private capit3 turn homework. Choose the case study that the quality turns a research in order to study a method, adopt cultural heritage analysis and depth to interview two kinds of methods, by collection others does to study related cultural heritage is comparing to and this text related data, give analysis and induce, tidy up its research result and suggestion, inquire into also and adopt the inquisition data of the others substantial evidence to think substantial evidence. After draw-up visits to talk object and interview outline, the interviewee's labor union staff, in the process of organizing a major policy a promotion in all once played aggressive role to safeguard employee's rights, so all have already led employee to carry on aggro or participated experience of large aggro as wOI. Went deep in to interview 3 labor union core a staff; And grass-roots employee because be placed in an organization communication the message d0ivers of backland, receive the process of communication message and the attitude for responding from the taking a sample by rolling snow ball to understand that it faces organization to carry on major policy's communicating process. Therefore aim at the preliminary study that the research topic does research, in addition to understanding organization in the middle of organization inner part communication with actual the condition outside aims at to communicate to find out the communication mode and its result in the process to promote the target of organization communication in the meantime. Organize often because of the change of the fluctuation or personnel configured and gradually enter of change whole atmosphere. This research conclusion shows that organization and employee of the communication makes a policy to promote to have aggressive influence towards managing a section at, letting the employee ave to get involved deeply built-up change programming, the employee realize an oneself to have already been valued and look after both sides of the condition of the rights and privileges under, can accelerate a policy to promote and reach smoothly. The development of good atmosphere also allow of no easily, but want breakage very simple. Aim at state-run business in light of this, make completely of, widespread diagnosis, have it the necessity to carry on reform and regroup, for the convenience of adjusting the test of the market free competition mechanism, expecting can enhance to conduct constitution.

Keywords : State-run business,organize change,organize communication, communicate quality, Taiwan Sugar Corp

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