

The Organization Promises and Changing Type Leader ' s Influence on Will of Retaining One ' s Post: A Case of the Non-Comm

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ABSTRACT

The present study finds that with the implementation of “ Streamline Project ” and “ Refinement Project ” in the armed forces, organizational reforms have certain impact on the willingness of retention. The study also points out the correlation between the transformational leadership of the headquarters and noncommissioned officers' willingness of retention. The findings are as follows:

1. The crucial factors which affect the willingness of retention are adequate respect to and legitimate delegation to noncommissioned officers, which may muster their sense of honor and enhance their sense of achievement and therefore influences those who holds the same values and enhances their willingness of retention.
2. It was found that the inspiration of intelligence has the connection with the individual concerns, under the mutual cooperation and application, the department resulted good interaction inside, promoted working efficiency, added individual time among the colleagues, created pleasant working environments and then affected the corporals ' will of leave.
3. The military officers utilize the army resources and reasonable proxy system to produce the cheerful interactions among colleagues, the influence on the support of their families, and the promotion of corporals ' loyalties to military units, affecting officers ' willingness of retention, according to the discovery of the emotional, unceasing commitments.
4. Moral commitments to the army affect corporals ' recognition for military officers and their friendships, and social impression. The organization of the national troops is equipped with honor, morality, ethics, justice, and thus it may be able to consolidate the servicemen ' s martial etiquette. Good morality would influence the coherence of the organization that increases the confidence in the members that keep leaving in the army career and emanate a tendency to staying in the same job position.

Keywords : transformational leadership、 commitment of organization、 retention、 streamline project、 refinement project

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