

國軍組織變革下之轉型領導與領導效能之探討-以高司勤務部隊為主

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摘要

The purpose of this research is to see the current situation of the transformational leadership, and leadership effectiveness in high command unit, and to understand how these factors effect subordinates, who come from different backgrounds, and to develop a tangible proposal.

Base on the transformational leadership theory, proposed by Bass in 1985, from the subordinate viewpoint, this research discusses how the leaderships, in high command service unit, introduce the theory into the unit, and leadership effectiveness.

By the means of questionnaire survey primarily, the northern high command unit is the statistical population. Sampling from different unit levels, the research picks up six service units altogether. Providing a total of 400 official questionnaires, the research gets back 386, deletes 12 invalid questionnaires, and results in 372. With uniformity analysis, the effective questionnaire reaches 91.0%, altogether 338. The obtained material undergoes statistical methods such as means vale, T-test, one-way ANOVA, two-way ANOVA, and Person simple regression, respectively. The results are as follows:

01. The transformational leadership, executed by leaders in high command service unit, is on the degree. The leadership effectiveness is also on the degree.
02. For subordinates with various backgrounds such as differences in age, education, and period of service in the military and the unit, subordinates' perceptions toward transformational leadership and leadership effectiveness differ significantly.
03. Transformational leadership and leadership effectiveness are high correlation.

關鍵字：transformational leadership, leadership effectiveness , service corps