

# 陸軍政戰人員終身學習態度及組織變革認知對生涯規劃影響之研究

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## 摘要

The army vigorously drive to simplify organization in recent years with the aim to reach the purpose that “quantity is right, quality is precise, fighting capacity is strong” . To improving army’s personnel’s quality, we need not only to decide what is the suitable amount, but also to ask for the progression of quality. Whether we can make significant changes in manpower, institutional framework, and career managing type or not are the key influencing factors for achieving this purpose. So, we must pay attention to the subjective responses of each individual to the external stimuli, and strengthen the lifetime study and related management for the career plan of our army’s personnel. The aim of this study is to investigate the recognition of our political warfare personnel for the lifetime study, career plan, and organizational change. The data from the cognitive scale was analyzed with multivariate and regression analysis. We sent out 400 questionnaires in the total in March of 2008, and 330 questionnaires were returned. The amount of effective questionnaire was 318. Our data revealed that our political warfare personnel agree that, situating in the changing organization, one can open up the vision and plan his career future unhurriedly only through lifetime study to intensifying

personal essence. Our study confirms that, even in the modern time, we still benefit greatly from the thinking logic of ancient saying “to learn; to interrogate; to think over; to distinguish;

to do sincerely” . The followings are our conclusions:

A. “to learn” ’ - Lifetime study should combines with career planning to conform to the future trend.

B. “to interrogate” - Promoting one’ s own job ability and opening up one’ s career planning should complement each other.

C. “to think over” - Progressing personal attitude towards study, cultivating one’ s professional field function.

D. “to distinguish” - Promoting the profit of organizational change, lightening staff’ s working load.

E. “to do sincerely” ’ - Strengthening the management system of future, promoting working wills of personnel.

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**關鍵字：** political warfare , lifetime study , organizational change , career planning