

校長人格特質與領導行為之關連性研究-以台中縣國小為例

夏榕文, 曾愛華, 劉志峰

國際企業學系

管理學院

victor@chu.edu.tw

摘要

The American celebrated scholar J. Dewey had said “Education as life.” A school is the miniature of the society, and a principal dominates the school’s entire administrative resources, being an important hinge that influences the school’s development. In recent years, the society has developed toward freedom and openness, the school’s educational environment has followed the step of the society to adjust, and the challenge and pressure that the school’s leader bears are more than those in the past. How the school leader leads efficiently to promote the school’s entire efficacy has become the principal’s major responsibility, and the significance of understanding the principal’s leadership is self-evident.

However, what are the factors that affect the leader behaviors, resulting in the success or failure of the organization. According to prior research, the principal’s personality traits are of the crucial factor that influences the principal’s leader behavior. Nevertheless, in the past research, the exploration to the influence is insufficient. Hence, the research has an intention to examine how leaders’ big 5 personality will influence on their four kinds of leader behaviors (directive leader behavior, supportive leader behavior, participative leader behavior, achievement oriented behavior).

The research took the public elementary school principals of Taichung County as the research subjects, aimed at the principals to issue 36 copies of principal personality traits questionnaire, and retrieved 36 copies of effective questionnaire. The research used multiple regression analysis to analyze principals’ big 5 personality influences on their leader behaviors. Through statistical analysis, there are some valuable research findings as follows: 1. the principal’s personality trait of agreeableness would influence the directive leader behavior; 2. the

principal' s personality trait of conscientiousness would affect the participative leader behavior.

關鍵字：big 5 Personality, leader behavior, path-goal theor