

非營利組織創新氛圍與組織承諾之探討－以國民中小學為例

賴廷彰, 黃素惠, 黃政彬

師資培育中心

人文社會學院

suhui@chu.edu.tw

摘要

The innovation not only breaks through or is novel, the innovation goal lies in creation the value, the NPO(no profit organization)'s innovation, gets rid of the traditional exhausted old thought, by the brand-new meteorology, the brand-new achievement develops the school characteristic, breaks through the school existing difficult position, achieves the school the education goal. The teachers' organizational commitment is the teacher with accepts to the school organization goal and the value intense belief, is willing to make more effort for the school organization's benefit, and is clear about the hope to be able to suffice to continue to become the school organization a member, therefore the organization commitment could organizes the goal will achieve or not the enormous key. This article content namely in discusses "the school organization innovation climate" and "the teachers' organizational commitment" this two organizes in the national elementary school the relations, and then puts forward the concrete proposal.

關鍵字：Organization climate, innovation climate, organizational commitment