學校變革與經營效能間關係之研究---探討創新氣氛之調和效果

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摘 要

在現今少子化的教育環境下，學校不應僅強調如何提升教育品質，引發學生學習興趣，激發學生的學習潛能，達成教育目標；而是需要尋求穩定學校經營方式的策略，面對激烈競爭的環境，學校組織必需進行改變；這種改變的結果，係促使學校效能能夠提升。除此之外，學校尚需找尋與其他競爭者不同的利基點，以差異化其提供的服務，而創新，即是一項學校差異化的重要特色。

本研究以大學生為研究對象，採用問卷發放的方式，探討學校變革對於學校效能的影響；並加入學生知覺創新氛圍的要素，探討其在學校變革與學校效能間的調和關係。研究軟體採用 SPSS 12.0 版與 AMOS 6.0 版統計分析軟體，研究分析方法信度分析、效度分析、迴歸分析、徑路分析等，研究結果顯示，學校變革會正向且顯著影響學校效能。而創新氛圍分別在學校軟體變革及學校硬體變革，對於學校效能間，有顯著的調和效果，研究結果將提供學校做為製定決策的參考。

關鍵字：學校變革、創新氛圍、學校效能
A Study of School Change and Operation Efficiency ---

The Moderating Role of Innovation Climate

Abstract

The tendency to have fewer children, the school education should not only how to cause student's interest of studying and excite students’ capability for promote educational quality but also it will be the objective of educational. However, the organization of school has to change for the fierce environment. And the school still found that different niche market from others schools, which provide difference service for students. These results will be increase the efficiency of school operation. Innovation, it plays a role of difference service in school.

This study used the survey to the student in university, and explores the relationship between organization change and school operation efficiency. And the study will also be used the innovative climate school innovation, that explore the results between organization change and school operation effect. The results indicated that school change had a positively effect on operation efficiency. The results also found that the innovation climate will be a moderator role between the school change and operation efficiency. These findings can be provided a strategy for improve school efficiency.

Keywords: School Change, Operation Efficiency, Innovation Climate