URN etd-0407109-183710-783
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Statistics This thesis had been viewed 41 times. Download 20 times.
Department
Year 2007
Semester 2
Degree Master
Type of Document Master's Thesis
Language zh-TW.Big5 Chinese
Title A Study on the Leadership Behavior,Motivators and Organizations:A Case Study of Taipower Thermal Power Plant
Date of Defense 0000-00-00
Page Count 122

Keyword
leadership.motivators.organizations

Abstract
To face the world nowadays is a flat environment and an era with changing organization, the efficiency of organizations obviously becomes the most important process to grow up organizations. In order to ensure organizations can improve and grow continuously in a stable environment, the main function for leaders is not only to maintain the relationship between upper class and subordinates but also adapt the external environment. However, encouragement is the key point to affect the leadership. Therefore, this investigation is conducted by many scholars' study and constructed by leadership and motivator; moreover, it discusses the affection between concepts to efficiency of organizations.
The object of study of this investigation focuses on ten employees whom work at Taipower thermal power plant to do the testification and discussion. In addition, it uses statistics such as the Descriptive statistics、Pearson product-moment correlation、Linearity regression analysis and One-way Analysis of Variance to do the exact analysis. Moreover, it aims at leadership and encouragement to deeply research in the affection of the efficiency of organizations.
The result of the research shows that most of these employees are positive on the importance of the efficiency of organizations, but are appositive to emphasizing personal advocates, long-range view's establishment and work efficiency. The result also shows that:
1. the coefficient of variations of personalities have noticeably differences between leadership behavior, motivators and the efficiency of organizations。
2. when observing the emphasis of personal advocates, the emphasis of team's objective, long-range view's establishment and communicate, the emphasis of work efficiency, specialized rewards, and self-esteem of maturity, each of them is direct related with the efficiency of organizations。
3. when combining the emphasis of personal advocates, the emphasis of team's objective, long-range view's establishment and communicate, the emphasis of work efficiency, specialized rewards, and self-esteem of maturity, the date will be up and down with the efficiency of organizations. For the emphasis of team's objective, specialized rewards and self-esteem of maturity, they are noticeably positive to the efficiency of organizations. Oppositely, the emphasis of personal advocates, long-range view's establishment and the emphasis of work efficiency are not. This indicates that the culture of Taipower thermal power plant tends to group ism。
Keywords：leadership、motivators、organizations
Advisory Committee - advisor

Files etd-0407109-183710-783-001.pdf

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Date of Submission 2008-06-04