

正修通識教育學報
第十五期

正修科技大學通識教育中心 編印

中華民國 107 年 6 月

目 錄

組織變革與組織成員個體行為研究 ——以屏東縣戶政機關整併為例	吳岱儒 李留源 何素禎 張力	1
宋詞中「傷春」與「離情」兩種情感特質	宋邦珍	29
創造力訓練方案對幼兒教師專業成長效果之研究	林廷華	51
新住民母親的教養態度、親子關係、親職壓力對親職效能之探討 ——以桃園市公立幼兒園為例	林志鈞 王歆雅	87
伴他度過暴風雨後的平靜 ——談歷經機構安置自立生活者生活與心理困境	林寶鈺	129
論余光中詩中的女性書寫	陳政華	147
樂齡大學學員旅遊活動參與動機、心流經驗、生活效能關係之研	熊從傑	173
《正修通識教育學報》投稿須知		199
《正修通識教育學報》撰稿格式		201

組織變革與組織成員個體行為研究

——以屏東縣戶政機關整併為例

吳岱儒

正修科技大學經營管理研究所副教授

李留源

泰國暹羅大學國際學院講師

何素禎

屏東戶政事務所職員

張力

泰國暹羅大學國際學院講師

摘要

因屏東縣各戶政事務所組織規模相當懸殊，屏東縣政府於2007年10月1日首創推行戶政「機關整併」的組織變革，本文主要以屏東縣戶政事務所成員為普查研究對象，首先探討不同的戶政人員對組織變革認知及其個體行為結果之差異性為何；其次探討戶政成員之組織變革認知與其個體行為結果之相關性為何。

本文運用問卷調查法，總計發放問卷 258 份，回收有效樣本計253 份。運用 SPSS 統計軟體進行描述性統計、獨立樣本t 檢定 (t-Test)、單因子變異數分析 (Oneway ANOVA) 及皮爾森積差相關分析 (Pearson product moment correlation) 等統計分析。

由本研究結果得知，戶政成員多數認為機關整併後，工作量增加，建議在「增能非減人」之原則下，機關整併同時納入跨機關業務時，應審慎評估基層人力，各項資訊化後新增之業務量亦應一併檢討，方能達到提升行政效能與服務品質的雙重效益，增加組織變革成功的機會，本文最後依研究結果提出相關研究建議供參。

關鍵字：戶政事務所、機關整併、組織變革、個體行為

Research of the Relationship between Employees' Cognition of Organization Change and Individual Behavior: The Case of the Household Registration Offices merger in Pingtung

County

Tai-Ju Wu · Li, Liou-Yuan · He, Su-Cheng · Zhang Li

Abstract

Because the sizes of household registration offices in Pingtung County varied greatly, a project of organizational merger was conducted by Pingtung County Government on Oct. 1, 2007. To understand how these organizational changes affected the staff members of household registration offices in Pingtung County, this study first discussed the differences in the staff members' cognition of organizational changes and their individual behaviors. Second, the study examined the relationship between the staff members' cognition of organizational changes and their individual behaviors.

The subjects of this study were the staff members of household registration offices in Pingtung County. A total of 258 questionnaires were distributed to the target respondents and 253 were collected and analyzed using SPSS. Statistical analysis applied included descriptive analysis, t-test, one-way ANOVA, and Pearson Product Moment Correlation test.

This study recommends that human factors should be carefully considered in any event of merger or integration of different entities. Further, administrative efficiency should not only be limited to increase in service quality or success of the organization but rather to include the betterment of the working conditions of the individuals delivering the service.

Keywords : Household Registration Office 、 Organizational Merger 、
Organizational Change 、 Individual Behavior

宋詞中「傷春」與「離情」兩種情感特質

宋邦珍

輔英科技大學幼兒保育暨產業系

摘要

詞是一種倚聲之學，本出於民間樂工之手，自中唐入文人之手，詞的特質由焉產生，即以歌臺舞榭的寫作目的為主，尤以晚唐溫庭筠開風氣之先，溫庭筠用心創作，使詞體作進一步的發展。各種文體皆有生命，以至其殆盡為止，詞體之發展亦伴隨時代之不同而有所不同。宋詞比唐詩而言，情深韻勝。情深是把感情寫得更婉轉，或更深刻，或更細膩。韻勝是形式上的再表現，配合演唱，使詞增加更多的韻味。王國維說詞「要眇宜修」就是點出「詞」這種文體的最大特色。

「傷春」、「離情」是古代詩歌當作很重要的母題，「詞」這種文體更能把此主題發揮的更好。本文嘗試就宋詞的發展中各種詞作所表現的兩種情感特質加以論析，以呈現宋詞中的情感世界。

傷春題材的詞作起先是以閨怨為主，所寫皆是主人翁的敏銳情緒，幽縵動人。之後文人多借傷春，寫出個人之身世之感。傷春重在有己身出發，對於季節變化相當敏感，藉著對春天的敏銳觀察而帶出自己的個人身世之感為主。離別主題的詞作起先以情人分別為主，但入於文人之手久矣，詞的題材與筆法逐漸擴充，亦能寫朋友、家人之別離之情。「離情別緒」著重與他人的情意，因此離別情緒抒發顯得更多面，情感更濃厚，更具有感染力。

關鍵字：宋詞、傷春、離情、情感特質

Two Emotional Traits of "Sad in Spring" and "Separating Feelings" in Song Ci

Sung Pang-Chen

Associate Professor, Department of Early Childhood Care, Fuying University

Abstract

Ci is a study based on the sound and it originated from works of folk musicians. Then, through the efforts of the literary creators in the middle period of the Tang Dynasty, the characteristics of Ci appeared; that is, the purposes of writing Ci were mainly for songs and dances on stage. Wen Ting -Yun in the late Tang especially opened up the first trend of the atmosphere. He was greatly devoted to creation of Ci, which made it have further development. As we know, all kinds of genres have their own lives until they die out. The development of

the genres varies from times to times. Compared with the Tang poetry, Song Ci are richer in feelings and forms. "Richer feelings" means that love is written more subtly, more profoundly, or more delicate.

"Richer forms" refers to re-present diverse forms in association with singing, which increases more tastes. As Wang Guo-wei said, " Ci must be "graceful and delicate ", which shows the most distinctive feature of "Ci". "Sad in spring "and "Separating feelings" are the very important subjects of ancient poetry. Without doubt, the style of "Ci" can make the two subjects perform better. This paper attempts to analyze the two emotional traits of the works of Ci in the progress of the Song Ci in order to present the emotional world of the Song Ci.

Regarding "Sad in spring" , in the beginning, it is based on the theme of lonely women at home. The poems written by the masters with keen emotions were extremely serene and touching. Afterwards, by using this subject the writers expressed their feelings about their lives. Such works focus on a personal life experience and sensitivity about weather changes. By means of their sharp observations about the

spring, the writers showed the emotions in their personal life. As to the theme of “separating feeling”, it mainly connects with separation of lovers at first, but the writers extend the theme and writing styles. Then they also wrote down the emotions of separation among friends or family. “Separating feelings” emphasize the emotions of interacting with others; therefore, such poems appear to have richer emotions and get more contagious.

Key word : Song Ci Sad in Spring Separating Emotional traits

創造力訓練方案對幼兒教師專業成長效果之研究

林廷華

正修學校財團法人正修科技大學幼兒保育系助理教授

摘要

本研究主旨是探究一所幼兒園基於教師專業發展所需而規劃研習課程的成效，研究中的教師研習課程是一套創造力訓練方案，故本研究目的包含創造力訓練方案對幼兒教師創造力的影響、幼兒教師對創造力訓練方案的滿意情形，以及課程結束後，追蹤此課程對幼兒教師專業成長之影響。採取質化與量化研究取向，藉由問卷調查法、焦點團體訪談、參與觀察、訪談及教學文件等蒐集並分析資料，研究歷時大約計十個月。研究結果如下：一、幼兒教師在「幼兒教師創造力人格特質量表」前、後測各項分數差異達顯著，表示創造力訓練方案對教師創造力具有成效。創造力訓練方案對個人創造力正面影響有教師覺察自身創造力、刺激多元思考、激勵挑戰動力及增加生活巧思等。二、幼兒教師對創造力訓練方案滿意度屬中上程度，肯定創造力訓練方案，認同研習內容兼顧理論與實務。三、創造力訓練方案對幼兒教師專業成長影響有四：1. 教學理念：幼兒是創意者，教師是觀察者、引導者及提供者；2. 課程與教學：運用感官體驗活動、設計問題情境、分組活動及鼓勵肢體、圖像與口語表達；3. 教學評量：重視過程性評量；4. 學習環境規劃：新增學習區多元教具、增加遊戲時間、展示幼兒作品。根據上述結果，提供幼兒教師、幼兒園及未來研究之建議。

關鍵字：幼兒教師、教師專業成長、創造力訓練方案

A Study on the Effect of Creativity Training Program on the Professional Development of Preschool Teachers

Ting-Hua Lin

ABSTRACT

The purpose of this study is to explore the effectiveness of planning a kindergarten curriculum based on the teacher's professional development needs. The teacher training courses in the study is a set of creativity training programs. The purpose of this study is to explore the impact on the individual creativity of preschool teachers trained by a kindergarten creativity training program, the satisfaction of preschool teachers on creative training programs, and the impact on preschool teachers' professional development about this course. The qualitative and quantitative approaches are applied in this study. The data is collected from questionnaire, focus group, participant observation, interviews, and document analysis. The study lasted about ten months. The findings of the study included: First, the scores of pre-test and post-test for preschool teachers in the "The Creative Personality Scale for Kindergarten Teachers" are significantly different, i.e., training teachers with the creative training program is effective. The positive impacts of creative training programs on individual creativity have teacher self-creativity awareness, stimulate multiple thinking, motivate the challenge and increase the ingenuity of life. Second, the preschool teachers' satisfaction on the creative training program is the average-to-good level. They affirm the creative training program, and agree with the study content with theory and practice. Third, the impacts of the creative training program on the professional growth of kindergarten teachers have: (1) Teaching philosophy: children are creators, teachers are observers, guilders and providers (2) curriculum and instruction: the utility of sensory experience

activities, design problem situations, group activities and encouragement on the body, image and oral expression (3)
Instructional Evaluation: attention to the formative evaluation (4) Learning environment planning: add the learning centers with multiple teaching aids, increase the game time, show children works. Based on the above results, the researcher proposes advices to teachers, other kindergartens, and future studies.

Key words : preschool teachers, teacher professional development, creative training program

新住民母親的教養態度、親子關係、親職壓力對親職效能 之探討——以桃園市公立幼兒園為例

林志鈞

大葉大學休閒事業管理學系助理教授

王歆雅

大葉大學休閒事業管理學系研究生

摘要

本研究旨在探討新住民母親之教養態度、親子關係、親職壓力與親職效能之關係，分析新住民母親在不同人口背景變項，對教養態度、親子關係、親職壓力與親職效能之差異情形，並探討四者之間的關聯性。

以孩子就讀公立幼兒園的新住民母親為抽樣對象，採取立意抽樣進行問卷調查，共計發放400份問卷，回收有效問卷395份，有效問卷率為98%，並使用SPSS 22 中文版進行統計分析，以描述性統計分析、單因子變異數分析、獨立樣本t 檢定、皮爾森積差分析、迴歸分析等方式，進行資料彙整與統計分析。

研究結果發現：不同人口統計變項在教養態度、親子關係、親職壓力與親職效能有部分顯著差異；新住民母親之教養態度與親子關係有顯著正相關；教養態度及親子關係與親職效能有顯著正相關；教養態度、親子關係對親職壓力有部分顯著負相關；親職壓力與親職效能有部分顯著負相關；親子關係對親職效能有部分預測效果；親職壓力在親子關係與親職效能之間具中介效果。

本研究補足新住民母親在教養態度、親子關係對親職效能的預測力之文獻缺口，並依據研究結果提供新住民母親、教育或地方政府相關單位，做為幫助新住民家庭之參考。

關鍵字：新住民、教養態度、親子關係、親職壓力、親職效能

A Study on the Relationships among the New-
Immigrants' Parenting Attitude, Parent-child
Relationship and Parenting

Stress to Parenting Efficiency ——A Case of Public Preschools in Taoyuan

Chih-Jiun Lin

Assistant Professor, Department of Leisure and Recreation Management, Dayeh
University

Sin-Ya Wang

Graduate student,, Department of Leisure and Recreation Management, Dayeh
University

Abstract

The aim of this study was to discuss the relationships among the new-Immigrants' parenting attitude, parent-child relationship and parenting stress to parenting efficiency while analyzing the differences between different demographic variables in parenting attitude, parent-child relationship, parenting stress and parenting efficiency of new-Immigrants. Furthermore, induct the relationships among all of them mentioned above.

The objects were new-immigrants whose children studying in public preschools. Using purposive sampling conducted the questionnaire survey. Total 400 questionnaires were distributed and 395 samples were retrieved, with an effective response rate of 98 percent. The statistic software SPSS 22 Chinese Version was applied for data analysis. The statistical methods included descriptive statistic, one-way ANOVA, independent-samples *t*-test, Pearson correlation coefficient and regression analysis.

The major findings of this study were summarized as follows. The different demographic variables have partial significant differences in parenting attitude, parent-child relationship, parenting stress and parenting efficiency. Parenting attitude has significant positive correlation on parent-child relationship. Parenting attitude and parent-child relationship has significant positive correlation on parenting efficiency. Parenting attitude and parent-child

relationship has partial significant negative correlation on parenting stress. Parenting stress has partial significant negative correlation on parenting efficiency. Parent-child relationship can partial effectively predict parenting efficiency. Parenting stress has mediation on the relationships between parent-child relationship and parenting efficiency.

The study makes up the gaps of previous studies in using parenting attitude, parent-child relationship, parenting stress to predict parenting efficiency. Hoping the results of this study will provide new-immigrants, educational and relevant governments departments for helping new-Immigrant family.

Key Words:new-Immigrant, parenting attitude, parent-child relationship, parenting stress, parenting efficiency

伴他度過暴風雨後的平靜

——談歷經機構安置自立生活者生活與心理困境

林寶鈺

國立高雄師範大學諮商心理與復健諮商所碩士班

摘要

有鑑於安置離院需追蹤輔導人數增加，但在實務工作上未有明確輔導方向，故盼藉由探究歷經機構安置自立生活者的生活與心理困境，協助相關網絡人員能對自立生活者有更全面瞭解，並對於如何依據自立生活者個別情況給予深度協助並建立合作互動關係給予建議。經資料整理發現，歷經機構安置過程易對兒少依附議題產生衝擊，進而影響兒少社會與心理調適能力。又離開機構後的自立生活者面臨的生活困境可分為個人條件的困境、網絡資源的不足，以及體制未完善造成的問題，而在心理困境上常見有情緒困擾、情感依附與創傷修復。因此建議網絡工作人員除了生活上的安頓照顧外，亦需留意心理需求與依附議題帶來的影響，且可強化心理衛生評估及熟悉自立生活者相關社福資源，有助及時轉介或及時提供自立生活者所需資源，建立優質的合作關係，協助自立生活者能有更佳身心調適。

關鍵字：機構安置、自立生活者、依附、心理困境

After the storm calm : The life and psychological challenges of independent-living youth adult who experienced residential care.

Abstract

Based on literature, experiencing residential care may make an impact on the attachment of children and adolescents, and thus affects their abilities in social and psychological adjustment. The independent-living individuals who left the institution may face living difficulties such as limited personal condition, resource deficiency, and problems caused by imperfect system. As for common psychological challenges, there are emotional problems, emotional attachment, and trauma repair. Therefore, it is suggested that network staff should be mindful of the impact of attachment issues and psychological needs aside from providing living care. Also, strengthening psychological assessment as well as social welfare resources for independent-living individuals is helpful for network staff to make prompt referrals, establish quality rapport and facilitate better physical and mental adjustment of independent-living individuals.

Key words : residential care; independent-living youth adult ; attachment ; psychological challenges

論余光中詩中的女性書寫

陳政華

國立高雄師範大學、正修科技大學通識中心兼任講師

摘要

在每個男性的心靈深處，都有個作為美好女性形象的阿尼瑪投射其中。本文以榮格集體潛意識、阿尼瑪原型、情結等理論，連結女性與詩歌。並以余光中的現代詩作品為考察範圍，探討其詩集《蓮的聯想》以及其他有關於女性的現代詩書寫。對余光中而言，「蓮」具有美、愛，與神的綜合象徵，這些都與女性息息相關。章節架構方面，首先，論述余光中詩中的女性想像，是源於對母神的崇拜以及愛情的嚮往兩類；其次，探討詩人對阿尼瑪的現實投射，分別從母親到妻子，從親情到愛情，析論其阿尼瑪的發展及其女性情結。

關鍵詞：余光中、女性、阿尼瑪、情結

The Research of Females on Yu Kwan-Chung' s Poetry

Chen, Jheng-Hua

Adjunct Lecturer, National Kaohsiung Normal University. Center for General
Education, Cheng Shiu
University.

Abstract

Deep in every man' s heart, there is the projection of a wonderful female image of Anima. This paper combines Carl Gustav Jung' s collective unconscious, anima archetype, complex, others theories and so on, with females and poetry. This article concentrates on Yu Kwan-Chung' s modern poetry and studies his poetic anthology of *Associations of the Lotus* and other female poetic writing. For Yu Kwan-Chung, "lotus" has multiple symbols of beauty, love, and God, which are closely related to females

This paper is divided into two main sections. First, the statement on female image of Yu' s poetry comes from two types: Mother goddess worship and longing for love. Second, the study of reality projection of Yu' s anima comes from two ways respectively: from Mother to wife and from parental love to romantic love. From these statements, this paper analyzes Yu' s development of anima and his female complex.

Keywords: Yu Kwan-Chung, Female, Anima, Complex

樂齡大學學員旅遊活動參與動機、心流經驗、生活效能關係之研究

熊從傑

高雄市立空中大學大眾傳播系兼任助理教授

摘要

本研究以全國105年樂齡大學學員為研究對象，探討學員參與旅遊活動的參與動機、心流經驗與生活效能的概況，與學員生活效能模式建構，提供具體建議予未來樂齡大學及課程教學者與相關研究之參考。

為達上述研究目的，採用問卷調查法進行實證性研究，正式問卷共計623位學員為研究對象，取樣方法為隨機之群集抽樣，皮爾遜積差相關分析、多元逐步回歸分析預測功能及 AMOS 結構方程模式等統計方法，對於所得資料統計分析整理，獲得以下結論：

- 一、樂齡大學學員在各研究變項之層面，以「促進健康」、「效果滿意」、「智能靈活」得分表現最高。
- 二、參與動機、心流經驗與生活效能之間為顯著正相關。
- 三、學員的認知愈高，生活效能的表現愈好。
- 四、參與動機、心流經驗與生活效能的結構方程模式適配度良好。
- 五、修正後關係模式顯示為參與動機對生活效能無直接影響，而經由心流經驗對生活效能會產生間接影響。

茲對上述研究結論，提出具體的建議如下：

- 一、機構宜提供加強身體健康之課程，以強化學員的參與動機。
- 二、多舉辦以旅遊為主之相關戶外活動，增加心流經驗的機會，以提高生活效能。
- 三、加強教學之生理健康規劃，使學員有充分的準備，對整個過程專注並產生學以致用的興趣。
- 四、課程設計中多輔以實例教導方式，以提升學習效能。

關鍵詞：參與動機、心流經驗、生活效能

Senior University Students' Travelling Participation Motivation, Flow Experience and Life Efficacy

Jye Tusong Shin

Abstract

In this study, 105 years Senior National University students for the study, to explore the motivation to participate in student participation in tourism activities, experiential learning, relationships and life experiences centripetal flow performance profiles, and student life effectiveness model construction, to provide specific recommendations for future reference and teaching college seniors and persons related to the research.

In order to achieve the above research purpose, a questionnaire survey was used to conduct empirical research. A total of 623 trainees were selected as the research subjects. Sampling methods were random cluster sampling, Pearson product difference correlation analysis, multivariate stepwise regression analysis and prediction function, and AMOS structural equation Mode and other statistical methods, statistics and analysis of the resulting data collated to obtain the following conclusions:

1. At the level of research variables, students of the elite universities performed their highest scores in "Promoting Health," "Satisfying Results," and "Smart and Flexible".
2. There was a significant positive correlation between participation motivation, experience of mind and life performance.
3. The higher cognitive students, the better the performance of life performance.
4. Participation in motivation, experience and life experience of the structural equation model fit well.
5. The revised relationship model shows that motivation for participation has no direct impact on life performance, but indirect

impact on life performance through experience ◦

Have the above findings, specific recommendations are as follows :

- 1.The organization should provide courses to enhance physical health so as to enhance the participants' motivation.
- 2.More organized by tourism-related outdoor activities, to increase the chances of experience, to improve the performance of life.
- 3.Strengthen the teaching of physical health planning, so that students are fully prepared to focus on the entire process and generate interest in learning to apply.
- 4.Course design supplemented by examples of teaching methods to enhance learning effectiveness.

Keyword: participation motivation, flow experience, life efficacy

國家圖書館出版品預行編目資料

正修通識教育學報

第十六期/正修科技大學通識教育學報編輯委員會編

-- 初版 --[高雄市]:

正修科技大學通識教育中心, 民107

面; 19x26 公分

ISBN 978-986-5689-60-5 (平裝)

正修通識教育學報

第十五期

發行人：龔瑞璋

編輯委員：呂立德、林鳳女庄、陳祺助、陳龍騰、于蕙清、
張世娟、金清海

主編：正修科技大學通識教育學報編輯委員會

總編輯：呂立德

執行編輯：陳瑩玉、黃尹玟

出版者：正修科技大學通識教育中心

印刷者：德臻數位輸出中心

出版日期：107年06月30日

ISBN：978-986-5689-60-5