

中文摘要

本研究針對幼稚園園長為對象，旨在瞭解創意人格特質與創新經營之內涵與現況，探討其關係，進而建構及驗證其互動模式，並依據研究結果提出建議。

首先進行文獻探討，作為架構研究之理論基礎；接著，邀請八位教育專家填寫專家意見問卷、問卷調查 750 位幼稚園園長（區分為北中南三區域，共發出 750 份問卷，有效卷 481 份）、訪談三位教育現場實務者，以分析現況，驗證理論；最後，依據研究果進行討論與結論建議。本研究主要發現如下：

一、幼稚園園長知覺創意人格特質對創新經營具重要性

- (一) 創意人格特質之向度，包括：聰慧能幹、保守順從、自由隨興、多疑不滿四個測量指標，整體得分程度差異性大，且公立園長得分明顯低於私立園長。
- (二) 創新經營之向度，包括：前瞻思維、開放多元、品質卓越、持續改進、容忍錯誤、發展特色共六個測量指標，其整體與各分向度得分均為中上，以開放多元得分最高、前瞻思維得分最低。

二、不同背景變項的幼稚園園長在創意人格特質及創新經營達顯著差異

- (一) 不同背景變項的幼稚園園長在創意人格特質之得分，研究發現在幼稚園性質、年齡、最高學歷、園長年資有顯著差異，幼稚園所在地沒有顯著差異。
- (二) 不同背景變項的幼稚園園長在創新經營之得分，研究發現在幼稚園性質、年齡、最高學歷、園長的年資有顯著差異，幼稚園所在地沒有顯著差異。

三、知覺創意人格特質不同程度對創新經營表現上有顯著差異

- (一) 幼稚園園長知覺不同程度表現之創意人格特質各分向度，其在整體創新經營方面的得分達顯著差異。
- (二) 幼稚園園長知覺不同程度表現之創意人格特質總分，其在創新經營各分向度之得分達顯著差異。

四、創意人格特質與創新經營具有關連性

整體幼稚園園長創意人格特質與整體創新經營間成正相關，創意人格特質各分向度中，以聰慧能幹與創新經營總量表之相關程度最高。

五、驗證創意人格特質對創新經營模式佳

以幼稚園園長為研究對象，研究顯示創意人格特質及其創新經營的互動模式各項適配度指標佳，上游潛在變項（創意人格特質）對下游潛在變項（創新經營）具有顯著的影響力。

最後，本研究根據研究發現，提出相關建議，俾供教育行政機關、幼稚園、幼稚園園長及後續研究參考。

關鍵字：幼稚園、幼稚園經營、創意人格特質、創新經營



The Study of Relationship Between Creative Personality and Innovative Management for Kindergarten Principals in Taiwan

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Abstract

The main purpose of this study was to investigate the creative personality and innovative management of kindergarten principals in Taiwan. The study included literature analysis, survey method with an interview, and survey method with a questionnaire. The purpose of literature analysis was aimed to explore the creative personality and innovative management of kindergarten principals. The purpose of survey method with 8 specialists were aimed to explore the opinions of specialists. Questionnaire of survey based on opinions of kindergarten principals about the creative personality and innovative management of kindergarten principals. The subjects of the questionnaire included principals of the kindergarten in Taiwan.

Data were analyzed 481 sampling subjects by description statistics, t-test, correlation and ANOVA and LISREL model. Based on the statistics analysis of the questionnaire, this study finds reaches the following results :

A. In the aspect of the creative personality of kindergarten principals:

- (a) The creative personality including 4 dimensions: (1) clever and smart, (2) conservative and obedient, (3) liberal and free, (4) suspicious and dissatisfied. The perception of creative personality of private kindergarten principals were higher than public kindergarten principals. For kindergarten principals, the highest dimension was “conservative and obedient”.
- (b) The kindergarten principals’ age, highest educational degree, years of services and kindergarten type have significant influences on creative personality of kindergartens. But the location of kindergarten does not has any significant influences.

B. In the aspect of the innovative management of kindergarten principals:

- (a) The innovative management including 6 dimensions: (1) foresighted and thoughtful, (2) open and diversified, (3) quality and excellent, (4) continuing and improving, (5) charity and tolerance, (6) development and feature. For kindergarten principals, the best dimension is “open and diversified”.
- (b) The kindergarten principals’ age, highest educational degree, years of services and kindergarten type have significant influences on innovative management of kindergartens. But the location of kindergarten does not has any significant influences.

C. The relationship between creative personality and innovative management was positive.

- (a) There was positive correlation between creative personality and innovative management of principals.
- (b) The creative personality of principals did promote innovative management of kindergarten.

In the last part, the results from the research, propose some suggestions for educational authorities, the kindergarten principals, and the future researchers, hoping to benefit the development of childhood education in the future.

Key word: kindergarten, management of kindergarten, creative personality, innovative management