

非營利組織的管理教育與訓練規劃*

The Management Education and Training Planning
for Nonprofit Organizations

壹、前言

貳、非營利管理的教育訓練取向

參、非營利組織的管理教育規劃

肆、非營利組織的管理訓練規劃

伍、結語

* 本論文曾在「全球化下的社會變遷與非政府組織國際學術研討會」(2002年9月11日至12日於上海復旦大學舉辦)之中宣讀，會中國立政治大學江明修教授及國立中正大學官有垣教授提供寶貴資訊與建議，特此致謝。當然，本書一切的缺失與淺薄之處仍由作者完全負責。

中文摘要

近年來非營利組織數量急遽增加、影響力迅速提昇已成為全球化的共同趨勢，須要在高等教育體系與職業訓練體系之內開發一個創新的學術領域，以培養專業之非營利管理的人力資源。本論文認為應以非營利管理的利害關係人的實際需要，確定非營利管理教育與非營利管理訓練的不同定位與設計。在非營利管理教育方面，本論文參酌美國相關的學術經驗，根據在高等教育體系中發展非營利管理教育的各項基本假定，分析非營利管理教育的特性、普遍性的課程、學術資源、市場價值與制度環境。在非營利管理訓練方面，本論文應用訓練規劃的分析

架構，由非營利管理的訓練需求、訓練目標、訓練課程、訓練型態與訓練成果等五個相互關聯的步驟，分析非營利管理訓練的意義與特色。最後，本論文分析了整合非營利管理教育與訓練的知識基礎，並提供具體的政策建議，以推動我國在高等教育體系和民間社會之中的非營利管理的教育與訓練。

關鍵字：非營利組織、非營利管理、非營利管理教育、非營利管理訓練

Abstract

During recent years, there are more and more nonprofit organizations and their influence have increased rapidly to become the common trend for globalization, so it is necessary to develop an innovative academic field within the higher education system and vocational training system, to cultivate professional nonprofit management human resources. This thesis thinks that the actual requirement by stakeholders of nonprofit management should be used to confirm the different positioning and designs for nonprofit management education and nonprofit management training. In terms of nonprofit management education, this thesis refers to related academic experience in USA, based on different primary assumptions about developing nonprofit management education in higher education system, analyzes the characteristics, generic courses, academic resources, market value and institutional context of nonprofit management education. In terms of nonprofit management training, this thesis makes use of the analytic structure of training plan, by nonprofit management training need, target, course, types and results etc. 5 related steps, analyzes the meaning and features of nonprofit management training. Finally, this thesis analyzes the knowledge foundation for integrating nonprofit management education and training, and provides practical policy recommendations, to promote nonprofit management education and training of Taiwan in higher education system and the civil society.

Key Words: nonprofit organization, nonprofit management, nonprofit management education, nonprofit management training