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澳門學校組織架構編制之比較研究
A Comparative Study of the Organizational Structure of
Schools in Macao

學員姓名：吳小蘇

Submitted by : Ng Sio Sou

學員編號：M-A7-5930-6

Student Number : M-A7-5930-6

指導教授：吳梅君 博士

Supervisor : Dr. Wu Mei Jiun

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摘要

本研究主要是探究澳門學校組織架構編制的現狀，比較不同類別學校組織架構編制的型態和異同，與及參考英國和台灣學校組織架構编制，從而瞭解澳門學校組織架構編制的優點和缺點。本研究採用比較研究和訪談調查的研究方法，透過澳門學校組織架構圖的資料和訪談結果進行比較分析，得到以下的結論：(1) 澳門學校組織架構的型態偏向傳統的高聳型組織結構；(2) 部分學校的管理系統不夠開放，忽視教師和家長的參與；(3) 參考英國和台灣學校組織架構编制，發現澳門學校組織架構编制有其優點和缺點。依據研究結論，本研究提出下列建議，以供教育當局和相關人士參考：(1) 學校宜減少組織架構的管理層級，革新成扁平型組織結構；(2) 對讓教師和家長等參與學校管理的法規，教育當局要進一步明確規章和參與程度，以加大相關人士對學校管理的參與；(3) 教育當局和學校需制定措施以鼓勵行政人員持續培訓及明確私校教師的專業地位。

關鍵詞：澳門學校 組織架構 编制 組織架構圖 比較研究

Abstract

In general, this research study discusses the current formations of school organizational structures of Macao. It compares the differences and similarities of various formations of school organizational structures of Macao. By referring and taking into consideration of the formations of school organizational structures of United Kingdom and Taiwan, we can understand the advantages and disadvantages of the formations of school organizational structures of Macao. Comparative approach personal interview are utilized in this study. The results of the information obtained from the formation of school organization structural chart of Macao and the survey are comparatively analyzed as the followings: (1) the form of school organizational structure of Macao trends toward the traditional tall type of organizational structure; (2) the management system in some schools is not open enough, it lacks of participation of the teachers and the parents; (3) by referring to the formations of school organizational structures of United Kingdom and Taiwan, as concluded, there are advantages and disadvantages of the formations of school organizational structures of Macao. According to the conclusions of this study suggestions for the Education Department and related parties are listed as the followings: (1) schools are minimizing the classifications of management, and are reforming to fall type of organizational structure; (2) in the aspect of school management participation of the teachers and the parents, Education Department needs to get involved by developing and implementing rules and regulations; as a result, the participation of school management would be relatively increased by above mentioned parties; (3) Education Department and schools need to work out the well-classified method in order to encourage the administrative personnel to have continuing professional trainings and to affirm the professionalism of the private school teachers.

Key words: School of Macao Organizational Structures Formation

Organization Structural Chart Comparative Study

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