

主編的話

隨著社會環境變遷，社群媒體的崛起，多元性別議題思想的湧入，使得國內世代差距急遽擴大，連帶也對部隊管理造成莫大的衝擊，而部隊適應問題的產生，也反映出社會轉變和軍中管理制度上的落差，而當募兵制政策到位後，部隊的人力結構、人員數量和素質要求，也都不同於以往之際，提出有效的軍中管理與輔導工作革新作為，以減低基層幹部負擔，使之全心投入戰訓本務，早已刻不容緩。

因此，本期第一篇研究，即由邱發忠教授、鍾成鴻助理教授以〈**國軍新時代組織管理與心輔工作之挑戰與前瞻**〉為主題撰寫特邀稿，探討當前軍人所面臨的部隊適應與組織管理的問題，及心輔工作制度所面臨之困境，並提出相對應的解策略與建議。而以下二篇研究，也分別從軍事集體獎懲、以及多元性別輔導作為等議題進行探討，提供有關單位未來施政參考。

從以往研究發現，獎懲機制為成員是否認同組織的關鍵因素，第二篇研究〈**集體獎懲對組織認同之影響-以預先告知為調節變項**〉，即在探討軍事組織在不同程度的集體獎懲及利用是否預先告知對組織認同之影響，以準實驗法進行，使用完全受試者間設計，結果顯示：高/低集體獎懲對角色工作認同有顯著差異，並提供研究建議，以供未來研究者參考。

多元性別早已是軍中必須正視的議題，2019年我國成為亞洲第一個同性婚姻合法化的國家，而在軍中如何提供有效的諮商輔導環境愈顯重要，第三篇研究〈**多元性別從軍者的輔導作為之研究**〉，即藉由分析輔導個案歷程記錄，歸結多元性別從軍者面臨的諸多困境，包含性別表現及認同、人際與家庭關係，及工作環境的壓力等，並企圖尋求可行的輔導策略後，再針對部隊現行輔導、管理作為提出具體建議。

綜上所述，「人」為軍事組織中構成之基本要素，而軍事組織能否正常發揮

功能，端賴健全的制度、優良的文化、與厚實的信心為基礎，使之成為一個有生命的戰鬥體，形成一股沛然莫之能禦的力量，進而發揮高度統合戰力，達成軍事任務，此即為「**組織戰**」之目的。但在當前高度尊重與接納個別差異的時代脈絡下，如何與時俱進，精益求精，以更前瞻的眼光，迎接新的挑戰，共同塑造一支務本求實的堅實勁旅，著實考驗著每一位國軍官兵的智慧與意志力，更有賴國人同袍的關注與支持。因此，本人也期盼藉此三篇文章，能引起國人對軍事管理與軍中輔導工作的認識、理解與重視。

此外，本期也收錄了〈**美國發展太空軍的戰略意圖與挑戰**〉，文中說明成軍規劃主要影響因素，探討組織發展現況、太空戰略之內涵、及成軍初期發展所面臨之問題，並提出對我國之啟示，亦值得再三閱讀。

截至 2021 年 3 月 1 日止，本刊收穫稿件計 23 篇，完成處理計 15 篇，決定退稿計 12 篇，通過審查計 3 篇，退稿率為 80% (以上數據不採計已通過審查移至下期刊登 1 篇)。最後，本人衷心感謝學術先進的支持與鼓勵，並竭誠歡迎賜稿與來信指教。

主編 徐名敬 謹識

Editor-in-Chief's Letter

With the changes in the social environment, the rise of social media and the influx of gender diversity issues, the generational gap in the country has rapidly widened, which has also had a great impact on the management of the military. The emergence of the adaptation issues also reflects a discrepancy between social changes and the management in the military. And after the all-volunteer force is in place, the structure as well as the quantity and the quality of manpower are no longer the same as in the past. It is urgent to propose effective management and counseling reforms to reduce burden of cadres so that they can focus on combat training.

Therefore, the first study in this issue is a special invitation “Challenges and Prospects of Organizational Management and Counseling Work in the New Era of the R.O.C. National Army” by Professor Chiu and Assistant Professor Jhong, exploring adaptation and organizational management problems faced by service members and the dilemmas of counselling work, and proposing corresponding solutions and suggestions. The following two studies also discuss collective reward-punishment system in the military and LGBT counseling to provide reference for the future decision making.

From previous studies, it is found that the reward and punishment mechanism is a key factor to see whether members identify with the organization. The second study "Effects of Collective Reward-Punishment System and Advance Notice on Organizational Identification" investigates the collective reward-punishment system at different levels in military organizations and the impact of advance notice on organizational identity. It was carried out by a quasi-experimental method, using a between-subjects design. The results showed a significant difference in work identity between high and low collective reward-punishment systems. And recommendations are provided for future research.

In 2019, ROC became the first country in Asia to legalize same-sex marriage. And how to provide an effective counseling environment in the military becomes more and more important. The third study "A Study of the LGBT Counseling Program in the Military" analyzes counseling cases and summarizes problems faced by LGBT service members, including gender expression and identification, interpersonal, and stress from workplaces, etc., aiming to find feasible strategy and providing concrete recommendations for existing counseling and management practices of troops.

To sum up, "people" are the fundamental elements in military organizations, and whether military organizations can function depends on a sound system, excellent culture, and solid confidence as the basis to make it a lively entity that forms a powerful force, which can then exert a high degree of unified combat strength to accomplish military tasks. And it is the very purpose of "organizational warfare." However, in an era of high respect and acceptance of individual differences, how to advance with times, keep improving, meet new challenges, and form a solid force with forward-looking vision is a real test of wisdom and willpower of everyone in the Armed Forces and is dependent on the attention and support of the civilian. Therefore, the editor hopes that these three studies will improve people's cognition, understanding and attention to military management and counseling work.

In addition, this issue also includes "Strategic Intent and Challenges of the U.S. Space Force", which explains the main factors affecting the military planning, discusses current status of organizational development, the connotation of space strategy, and the problems faced at the initial stage. It offers enlightenment to our nation and is worth reading more than once. In the end, I am sincerely thankful for the support and encouragement from all, and future submissions and letters of advice are welcomed.

Ming-Ching Hsu
Editor-in-Chief