



國立高雄科技大學
企業管理系碩士班
碩士論文

數位轉型能耐、敏捷式綠色學習、敏捷式綠色創新
與企業永續績效關聯性之研究 - 以台灣地區製造業為例

Exploring the Relationship among Digital Transformational
Competencies, Agile Green Organizational Learning, Agile
Green Innovation and Sustainable Performance :
A Study on Manufacturing Industry in Taiwan

研究生：葉庭榮

指導教授：黃義俊 博士

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摘要

COVID-19 在 2020 年肆虐全球，造成經濟景氣急速惡化，政府鼓勵企業投入數位轉型改造。現今資訊技術已成為企業生存和發展的基本條件之一，旨在幫助企業從事更有效率的學習、生產、降低成本，並減少其對環境的影響。面對不斷變化的環境和顧客需求，為了縮減響應週期，提升工作效能，適應商業環境與市場需求的變化，快速進行調整，敏捷式成為現在的首選管理模式；這意味著敏捷專注於協作、質量和工作解決方案。再者永續性將是國家、企業及社會未來共同參與及推動之目標，與企業體系緊密相連，企業應積極採取相關之永續策略因應，藉以強化組織經濟、環境及社會績效。

本研究以數位轉型能耐為主題，探討敏捷式綠色學習、創新及績效之關聯性。本研究以台灣製造業之公司為研究對象，以問卷發放 500 份問卷，回收共 285 份有效問卷，經由統計軟體 Spss 24.0、Process v40 進行資料分析、假設檢定及 Amos 22.0 進行路徑分析模型驗證本研究架構。研究結果發現，數位轉型能耐對敏捷式綠色學習、創新與企業永續績效具有顯著正向影響；敏捷式綠色學習對企業永續績效具有顯著正向影響；敏捷式綠色創新對企業永續績效具有顯著正向影響。

關鍵詞：數位轉型、敏捷式管理、綠色學習、綠色創新、永續績效

Exploring the Relationships among Digital Transformational Competencies,
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Sustainable Performance: A Study on Manufacturing Industry in Taiwan

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ABSTRACT

In the context of the impact of COVID-19 in the world, it has become an inevitable way for company to maintain or improve their competitiveness by investing in digital transformation, in addition to maintain stable operating conditions. Facing the ever-changing environment and customer needs, in order to improve work efficiency and adapt to changes in the environment and market demand, agile has become the preferred management mode; focusing on collaboration, quality, and work solutions. In addition, sustainability will be the joint participation and promotion of the state, enterprises, and society. Enterprises should actively adopt relevant sustainable strategies to strengthen the organization's economic, environmental and social performance.

The purpose of this study to explore Digital Transformational Competencies affects agile green organizational learning, agile green innovation and sustainable performance. In this study, 285 valid questionnaires were collected from Manufacturing Industry in Taiwan. The results show that: (1) digital transformational competencies will directly affect agile green organizational learning, agile green innovation and sustainable performance. (2) Agile green organizational learning, agile green innovation will play an intermediary mediator between digital transformational competencies and sustainable performance.

Keywords: Digital transformational competencies, agile management, agile green learning, agile green innovation, sustainable performance.