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組織結構的非層級節制論

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摘 要

組織結構的非層級節制論 (structured nonhierarchy) 就是一種不存有上下主從關係的組織結構 (Iannello, 1992: 27; Rothschild & Whitt, 1986: 2)。它不僅要走出傳統組織理論中寡頭統治鐵律 (Iron Law of Oligarchy) 的陰影，而且也試圖解決傳統上因資訊分配的不均而衍生的諸種病態。本文的目的，除了從組織理論的發展過程中，解析並肯定層級結構 (hierarchical structure) 的不可偏廢外，並試從非層級節制的共識性結構，以及女性主義的非層級節制論，析論非層級結構的適用條件及未來發展，用以闡釋組織現象中的另一種可能結構。

關鍵詞：層級節制；非層級節制；指揮運如原則；制式化；非正式組織；無結構的暴政；矩陣組織；外發性協調。

大 綱

- 壹、層級節制論的緣起、發展與內涵
- 貳、非層級節制的共識性結構
- 參、女性主義的非層級節制論
- 肆、非層級結構的適用與未來
- 伍、結 論

A Theory of Non-hierarchical Organization Structure

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Abstract

A non-hierarchical organization structure is an organizational structure without the superior-subordinate relations of conventional organizations. The emergence of non-hierarchical theory represents not only the effort to eliminate the influence of the Iron Law of Oligarchy; it is also an attempt to solve the various maladies caused by disproportion of resources in traditional organizations. The purpose of this paper is to assert, on the one hand, the value of hierarchical structure in conventional organizations while, on the other hand, and from the ecological perspective, to design an organization which maintains the functions of traditional organizations while at the same time dispensing with superior-subordinate power relations. By doing so, I hope to create an alternative theory of organizational structure.

Keywords: Hierarchy; Non-hierarchy; Sacred rule; Formalization;
Informal organization; The tyranny of structurelessness;
Matrix organization; Exogenous coordination.

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