**東南亞中文系的管理文化——**

**以佛家管理思想探討教師的研究與教學**

陳劍鍠

提 要

本研究探討兩岸三地，外加新加坡及馬來西亞地區，篩選出具代表性的中文系，訪問約25位系主任，瞭解其運作模式以及其中優缺。討論交流後產生之研究建議，以佛教思想作為管理手段，能形成中文系的獨特經營模式。本文針對教師之行政管理、學術研究的質與量，以及教學的品質保證等三大面向提出建議。筆者認為同步重視效能與效率，接續傳統任務，透過闡述與發揚中國管理思想的傳統智慧，融合傳統與現代情境，詮釋系所事務運作的現狀，重新建構及尋繹知識價值，銜接過去和未來，創造系所發展的新契機。藉此，能有助於為中文系在當代作出合理的定位。

**Management Culture of Chinese Department in Southeast Asia: Teachers’ Research and Teaching with Buddhist Thought of Management**

 Chien-huang Chen

Abstract

This study investigates the management model of Chinese departments in Taiwan, Mainland China, Hong Kong, Singapore, and Malaysia by interviewing 25 department heads. The discussions lead to the conclusion of using Buddhist thoughts as the management strategies can help Chinese departments to reposition its status. This article focuses on three aspects including the regulations to teachers’ working hours, quantities and quality of research, and teaching qualities. The author thinks that the emphasis to both administrative effecacy and efficiency, and carry out the traditional tasks, as well as exploit the Chinese wisdom to managements can help to bridge the past and the future, reconstruct the value of knowledge, and discover the potentials and opportunities of Chinese department.