



【基督教制服團體對青少年隊員及導師成長的影響】研究 摘要

香港基督少年軍與香港浸會大學社會工作系於二零零八至二零一零年期間合作進行【宗教制服團體對青少年隊員及導師成長的影響】之研究。是項研究旨在透過問卷了解參與基督少年軍對被調查對象於身份建立、創新經驗、各項技巧、人際關係、團隊建立技巧、負面經驗、道德及誠信、逆境自強程度及基本心理需要(自主性、能力感及聯繫感)的影響。是次研究包括對基督少年軍參加者(隊員及導師)的研究及對照組(非制服團體之青少年)的研究兩部份；前者包括問卷調查及個別訪談兩部份。於基督少年軍組共獲得 1,456 份有效問卷及訪問了 16 名隊員和導師。於對照組(非制服團體之被訪者)共獲得 473 份有效問卷，研究結果顯示，參與基督少年軍對各年齡組別的青少年及成年導師組皆具有正面的影響，而相對從未參加過制服團體的青少年，曾參與基督少年軍的被訪者於主要方面皆略勝一籌。

問卷調查

結果顯示，參與基督少年軍能正面影響幼級組(5-8 歲或幼稚園高班至小三學生)隊員的身份建立及人際關係、初級組(8 至 12 歲或小四至小六學生)隊員的道德及誠信、中級組(11 至 18 歲或中學學生)隊員的身份建立、道德及誠信、導師(18 歲以上)的道德及誠信、團隊建立技巧、身份建立及各項技巧。

研究亦顯示基督少年軍內的紀律訓練如良好的服從性、良好的守規能力、願意承擔責任和學習到自我照顧對各組隊員及導師而言，無論在身份之建立、創新經驗、各項技巧、人際關係、團隊建立技巧、道德及誠信、逆境自強程度及基本心理需要的滿足各方面都具有正面的影響。而對基督徒身份之認同則對初級組及中級組隊員身份之建立、創新經驗、各項技巧的培養、人際關係及團隊建立有顯著之正面影響；而且對導師各項技巧的培養、人際關係、團隊建立、道德及誠信、逆境自強程度及基本心理需要都有顯著之正性關係。

獎章訓練/主題性活動對中級組的團隊建立技巧和導師之身份建立有顯著之正性關係。獎章方面，擁有小領袖章對初級組隊員的創新經驗及團隊建立技巧有顯著的正面關係，但與團隊內之負面經驗則有負面之關係。擁有金章(初級組最高級獎章)對初級組隊員之人際關係有較為顯著之正面影響；而中級組專章(包括獎章數目及級數)與中級組隊員之創新經驗及逆境自強程度亦呈正面關係。於年資方面，加入基督少年軍時間越久，對初級組的道德及誠信和團隊建立技巧均呈正面影響；對導師組的身份建立、創新經驗和團隊建立技巧同樣呈正面影響；但對中級組的負面經驗則呈負面影響。

性別方面，男性導師比女性導師更感覺自己於基督少年軍內能學習到各項技巧及促進自己的人際關係。但於初級組方面，男性隊員比女性隊員於基督少年軍內的負面經驗多。於教育程度方面，導師組之教育程度與團隊建立技巧呈負面關係，顯示教育程度較低之導師在基督少年軍內能培養較多團隊建立之技巧。數據亦顯示教育程度越低之初級組隊員及導師於基督少年軍內的負面經驗亦越多。

若與非制服團體之對照組比較，整體而言，曾參與基督少年軍的被訪者於各研究範疇皆略勝一籌。於初級組中，基督少年軍於被研究之各範疇的表現均比對照組略佳，尤以道德及誠信範疇方面較為顯著。中一至中三組中兩類被訪者於各項所得之平均值的分別較微，但亦與初級組的結果相似，於道德及誠信範疇表現較優勝。除了於人際關係及團隊建立技巧兩方面，基督少年軍之被訪者在大部份

範疇中比非制服團體之被訪者輕微優勝。而在中四至中五組中，基督少年軍於各研究範疇中均比非制服團體之被訪者表現較佳，尤以身份建立、創新經驗、各項技巧之分別較大；但於自主性及聯繫感方面則略遜於非制服團體之被訪者。就信主情況，曾決志信主的基督少年軍隊員比非制服團隊成員為多。就每星期參與教會活動的時數，兩組成員相約；但值得注意的是教會活動的時數是不包括基督少年軍活動的時數。

個別訪談

是次研究於幼級組、初級組、中級組及導師組每組各訪問了 4 位組員或導師以了解被訪者參加基督少年軍後之生活有何轉變，並導致這些轉變的原因。除幼級組由家長陪同子女作答外，其餘各組則由組員或導師自行作答。

資料顯示，幼級組在參與基督少年軍後生活較以前有紀律；初級組則明顯在參與宗教活動及對上帝之接觸及認識較以前多；但中級組及導師組則因參與基督少年軍後生活節奏較繁忙而影響作息時間及工作表現。幼級組及初級組轉變之原因主要是由於基督少年軍重視團體生活及步操等紀律訓練，使被訪者主要於情緒控制、紀律精神、對基督教的認識及活動參與程度都有提升。中級組及導師組之被訪者表示，導致轉變的原因主要是由於參與之活動較多，故於時間分配、技能學習、領袖材能及人際關係各方面都有進步。

四組的被訪者皆表示，參與基督少年軍後比以前更誠實、勇於嘗試、重視紀律及樂於幫助有不同需要的人。引致改變的原因包括受導師之表現所影響、於靈修中學習上帝的道理及步操等紀律訓練使參加者更有紀律精神。三組(除幼級組外)被訪者皆表示參與基督少年軍後對基督教認識更深和更有體會，並懂得用不同的方法傳福音。中級組及導師組的被訪者表示參與基督少年軍後，更懂得向其他肢體、導師或上帝尋求協助及更能勇敢地面對問題。被訪者亦表示參與基督少年軍後基本需要之滿意程度有提升，主要包括無聊時間減少，自信心、滿足感及快樂感提高。

建議

經資料分析後，本研究小組對基督少年軍作出如下建議：(1)維持團隊內之宗教元素如靈修及祈禱等，使隊員及導師皆可從中獲得靈性及上述各方面的發展；(2)重視團隊內之紀律精神，使隊員及導師皆可於集隊中學習守規及承擔，對不當的行為加以約束，並從中獲得個人發展；(3)重視導師之挑選及培訓，使隊員能耳濡目染地從導師的言行中學習如何做一個有道德觀及具誠信的人；(4)在現時的基礎上，將獎章制度再加以調整及發揮，調校適當的難易程度，使隊員可以有一個推動他們繼續努力之因素，從考取不同獎章的過程中鍛鍊及成長；(5)發展團隊精神，多舉辦集體性或合作性之活動以締造隊員間、導師間及導師與隊員互相關懷及合作的空間；(6)舉辦多元化的活動如遊戲、比賽、服務、體驗性、體能或智力挑戰等之活動，使隊員能按自己的需要參與；(7)增加導師人手，以減少隊長及導師之服務時間及將活動作出季節性的調整，如安排在學校假期或較多隊員表示可以參與的時間；(8)平衡紀律服從與自主感，使參與者於兩方面都可獲得滿足。

總結：

- 1) 基督教制服團體有助青少年建立道德及誠信的正面價值觀。
- 2) 制服團體的紀律訓練對青少年的身份建立、創新經驗、各項技巧、人際關係、團隊建立技巧、逆境自強程度及基本心理需要的滿足各方面都具有正面的影響。
- 3) 訓練內容及獎章制度對青少年的團隊建立技巧、創新經驗、人際關係及逆境自強程度有較為顯著之正面影響。
- 4) 制服團體內的宗教元素和靈修內容有助信仰發展和傳福音。

如欲引用研究報告資料，請註明出處。

梁麗儀、陳美珊。(2010)。【基督教制服團體對青少年隊員及導師成長的影響】研究報告。香港：香港基督少年軍。



A Study on the Influence of Christian Uniformed Group on facilitating the Growth of Youth Members and Adult Leaders

Executive Summary

The Boys' Brigade, Hong Kong (BBHK) cooperated with the Department of Social Work, Hong Kong Baptist University from 2008 to 2010 to work on the Study on the Influence of the Christian Uniformed Group on the Members and Leaders. The aim of the study is to understand the impacts of the Christian uniformed groups on the children and youth members and adult leaders in the sense of Identity Formation, Initiative Experience, Global Skills, Interpersonal Relationship, Team-building Skills, Negative Experience, Moral Values & Integrity, Resilience and Basic Psychological Needs (sense of autonomy, sense of competence and the sense of relatedness). The study includes two parts. The first part is on BBHK members and leaders. Data was collected through questionnaires and in-depth interviews. The second part is on the comparison group (non-uniformed group members- those who have not joined any uniformed groups before). Data were collected only through questionnaires. 1,456 and 473 valid questionnaires were collected on the BBHK group and the comparison group respectively. 16 in-depth interviews were also conducted with the BBHK group to understand how the impacts happened. The results of study reveal that there are positive impacts on BBHK members of different age groups and leaders; while BBHK members performed better in every researched aspect comparing to the non-uniformed group members.

Questionnaire investigation

The results of study reveal that there are positive impacts on the youth and adults joining BBHK. For the Pre-Junior Section (5-8 year old / kindergarten K.3 to Primary 3 students), the positive impact is mainly on their Identity Formation and Interpersonal Relationship. For the Junior Section (8 to 12 years old / Primary 4 to 6 students), the positive impact is on their Moral Values & Integrity. For Company Section (11 to 18 years old / Secondary school students), the positive impacts are on the Identity Formation, Moral Values & Integrity. For the Officers (over 18 years old), the impacts are on the Moral Values & Integrity, Team-building Skills, Identity Formation and Global Skills.

The study also shows that the discipline training including obedience, good ability of complying to the rules, willingness to bear responsibilities and learning to take care themselves within the Boys' Brigade would have positive impacts on Identity Formation, Initiative Experience, Global Skills, Interpersonal Relationship, Team-building Skills, Moral Values & Integrity, Resilience and Basic Psychological Needs for the members and leaders. The Christian Identity Formation is also having positive impact on the Identity Formation, Initiative Experience, development of Global Skills, Interpersonal Relationship, Team-building Skills, Moral Values & Integrity, Resilience and Basic Psychological Needs for the Junior Section and Company Section. To the Officers under this same topic, there is also a positive impact for the development of Global Skills, Interpersonal Relationship, Team-building Skills, Moral Values & Integrity, Resilience and Basic Psychological Needs.

Award training / thematic activities establish a positive impact on Company Section's Team-building Skills; & Officers' Initiative Experience and Team-building Skills. Members of Junior Section with leader badge is found to have better Initiative Experience and Team-building Skills; and with less Negative Experience; while those who got the Gold Achievement Badge have better Interpersonal Relationship. The data also reveals that the award badges have a positive relationship with initiative experience and resilience

of Company Section members. Those who have joined BBHK for longer time, positive impact of Moral value & Integrity and Team-building Skills of Junior Section is found, positive impact of Identity Formation, Initiative Experience and Team-building Skills among Officers is found; but negative impact of Negative Experience is found among Company Section.

For the sex difference, the male Officers in the Boys' Brigade rather than the female Officers reported more improvement on Global Skills and Interpersonal Relationship; but the boys rather than girls have more Negative Experience. For the education level, Officers with lower education level is found to have better Team-building Skills; while both Junior Section and Officers with lower education level reported to have more Negative Experience.

In whole, BBHK members get higher mean score in most of the researched aspects of the study than the non-uniformed group participants. In Junior Section, BBHK members are better in every aspect comparing to the comparison group, especially in the aspect of Moral Values & Integrity. In Company Section (Form 1 to Form 3 group), the mean score differences between the two groups are relatively smaller than in the Junior Section but the BBHK group performs better on the Moral Values & Integrity aspects but the comparison group performs better on the aspects of Interpersonal Relationship and Team-building Skills. In the Form 4 to Form 5 group, BBHK members also perform better than the comparison group in most categories of the research aspect, the differences are greater especially in Identity Formation, Initiative Experience and Global Skills. However, the mean score of their sense of autonomy and sense of relatedness are not as good as the non-uniformed comparison group.

Individual interview

Four individual interviews were conducted in each of Pre-Junior Section, Junior Section, Company Section and Officers' group of the BBHK research participants to understand the changes in their lives and the reasons for these changes after joining BBHK. All of them answered the questions on their own except the Pre-Junior Section members who were accompanied by their parents.

The data reveals that Pre-Junior Section members show better sense of discipline after joining BBHK, while Junior Section members obviously have more involvement in religious activities and better understanding and frequent contact with God than before. The main change after joining the BBHK of Company Section and Officers is having a tighter time table that affects their resting time and working performance. Pre-Junior Section & Junior Section members think that their changes mainly come from the team building and disciplinary training of the BBHK which promote their control in emotions, spirit in discipline, knowledge in Christianity and participation in their activities. For Company Section and Officers, the interviewees think that the main reason for their changes is their participation in more activities which leads to improvement in their time management, skill learning, leadership and interpersonal relationship skills.

All four groups of interviewees think that they are more honest, having more courage to try new things, paying more attention to discipline and willing to help people in different needs after joining BBHK. The reasons leading to these changes include the positive influences by the performance of the Officers, learning the teaching of God in Bible study and discipline training such as foot drill which makes them more disciplined. The 3 groups interviewees (apart from Pre-Junior Section) expressed that they got to know more about Christianity and to use different method to gospel preaching after joining BBHK. The interviewees in Company Section and Officers stated that they got to know how to seek help from church

members, Officers and God and they are braver to face their problems after joining BBHK. The interviewees said that their satisfactory level to their basic needs increased after joining BBHK that their boring time is reduced and their self confidence, sense of satisfaction and sense of happiness are increased.

Recommendations

After the data analysis, the research team would have the following suggestions to BBHK: (1) Maintaining the religious elements such as the Bible studies and praying time in their training that helps the spiritual development and other aspects mentioned above. (2) Emphasizing on the training of the discipline that helps the members learn about obeying the rules, being responsible in the team and restraining from improper behavior. (3) Paying attention to the selection and training of the leaders(Officers) which is very important for influencing the youth members to learn from the behaviors of the leaders that become a person with Moral Values & Integrity. (4) Further developing of the award system for the members. The level of the difficulties should be made appropriate to the ability of the participants to enhance the growth of the members in the assessment process. (5) Developing team spirit. Organizing more group and cooperative activities to promote the care and cooperation among members, among leaders and among the members and leaders. (6) Holding different kinds of activities such as game, competition, service, experiential, physical and intelligence challenge activities for members to take part according to their needs. (7) Increasing the manpower of leaders to reduce the service time of Captains and Officers. Seasonal adjustment should also be made on activities to enhance the participations of the members. (8) Striving balance between discipline and the sense of autonomy, so that the members can be satisfied in both aspects.

Remarks: The above summary is about a Joint Research between BBHK and Department of Social Work, Hong Kong Baptist University (2010 Times Higher Education World University Ranking 111th & 13th in Asia).

Source: Leung, C. L. Y. & Chan, E. M. S. (2010). A Study on the Influence of Christian Uniformed Group on facilitating the Growth of Youth Members and Adult Leaders. Hong Kong: The Boys' Brigade, Hong Kong.