

專輯論文

# 傳、幫、帶：民國新聞記者的職業社會化與組織社會化——以《大公報》為例

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## 摘要

《大公報》通過傳遞新聞產制隱性知識，幫助建構新聞採訪關係網絡，帶動樹立新聞職業道德，不僅訓練出當行出色的報人，而且訓育出對報館忠誠不渝的同人，從而實現報人的職業社會化與組織社會化。新聞報館推行的充滿中國傳統倫理色彩的「傳幫帶」式的職業社會化、組織社會化模式與新聞院校高等專業教育式的職業社會化、組織社會化模式存在著複雜的互動關係。

**關鍵詞：**隱性知識、關係網絡、職業道德、倫理化的新聞專業主義

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Special Issue Article

## The Mentoring Mode of “*Chuan, bang, and dai*”: The Professional and Organizational Socialization of Journalists in the Republic of China—A Case Study of *Ta Kung Pao*

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### Abstract

This case study focuses on exploring how the newspaper *Ta Kung Pao* achieved the professional and organizational socialization of journalists by spreading tacit knowledge, building networks, and promoting the professional ethics of journalism. In the case study of *Ta Kung Pao*, the mentoring mode “*chuan, bang, and dai*” reflects Chinese traditional ethics. This pattern has influenced and restricted the efficiency and the effects of the professional and organizational socialization of journalists in newspapers published in the Republic of China. This study also reveals the complicated interactions between the traditional mode of journalism and the modern mode of journalism that is taught in contemporary tertiary educational institutions.

**Keywords:** implicit knowledge, *Guanxi*, professional ethics, ethical professionalism of journalism

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