ABSTRACT

The purposes of this research are examine the organizational innovation, intellectual capital, knowledge transfer and organizational performance. The subjects are Siward Crystal Technology CO., LTD in Taiwan; 338 questionnaires are released and the retrieved valid ones are 308 copies. Some concrete suggestions were proposed based on the research results for the reference of Enterprise and administrative authorities in the further researches and discussions. This research was using the method of questionnaire survey together with various kind of statistic analysis and got the important discoveries are stated separately as follows: 1. The different individual variables to organizational innovation, intellectual capital, knowledge transfer and organizational performance come out a partly remarkable discrepancy. 2. Organizational innovation, intellectual capital, knowledge transfer and organizational performance reveals outstanding positive relation. 3. The interaction of intellectual capital and organization innovation reveals interference effect of the part to the organizational performance. 4. The interaction of intellectual capital and knowledge transfer reveals interference effect to the organizational performance.

Keywords : organization innovation; intellectual capital; knowledge transfer; organization performance


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