The Impacts of Intellectual Capital on Organizational Culture: Moderating Effects of Preretirement Affect

羅麗琴、鄭華清

E-mail: 9901141@mail.dyu.edu.tw

ABSTRACT

This study empirically examines the relationship between intellectual capital and organizational culture, and the emotional characteristics of preretirement for the moderator. This study try to discussion the positive emotional, negative emotions and mixed emotions can have impact on relations between the two or not.

The study was through questionnaires survey approach to the Taichung City pre-retirement for civil servants as the research object, recovery of which 300 were excluded because of the subject after the leakage answer, repeat the answer or check the answer is not reasonable and 50 is invalid questionnaires, 250 valid questionnaires for the effective recovery rate was 83.3%

The results of this study found that intellectual capital in the three dimensions were positively correlated with each other. Human capital, structural capital and relational capital can have impact on organizational culture. About the moderator, the positive emotional characteristics of preretirement will affect the relationship between intellectual capital and organizational culture. The negative emotional characteristics of pre-retirement will not affect the relationship between intellectual capital and organizational culture. The mixed emotions of preretirement will affect the relationship between intellectual capital and organizational culture.

Finally, this study practitioners put forward a four-point proposal, 1. to strengthen the organization's intellectual capital accumulation; 2. to enhance the organization of human capital will drive the structural capital and relationship capital; 3. emphasizing sharing and interaction of organizational culture; 4. and enhance the retirees age of positive emotions, will contribute to organizational culture.

Keywords : intellectual capital、organizational culture、preretirement、affect

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