工作者流動性與創新績效之研究

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摘 要

本研究文題是美國的半導體企業的創新工作者，是否會在不同流動方式，對往後的產出的專利品質上所造成的影響，對於創新工作者的經歷、背景對其創新績效之間關係加以研究。本研究是使用蒐集專利資料進行研究，選擇美國上市半導體企業內的專利主發明人為本研究之研究對象，探討專利主發明人在不同層級的流動性對於專利質與量所造成之影響。本研究結果發現，創新工作者在公司間的流動對專利數呈現正相關且有顯著影響。區域移動對專利品質呈現負相關且有顯著的影響；在公司間的移動對於專利的品質呈現負相關且顯著影響；區域移動而對專利產出之品質呈現正相關卻不顯著的影響。

關鍵詞 : 創新績效、專利、流動性

目錄

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