

# The Relationship among Career Capital, Knowledge Learning, and Dynamic Capabilities in International Alliance

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## ABSTRACT

The enterprise needs a dynamic capability that can timely and completely offer firm or organization correct guidelines in response to changes in the global business environment. Hence, the organization consequently builds and sustains its competitive advantage in the industry. For the dynamic capability, the enterprise must efficiently make use of the career capitals of employees: Knowing-how, Knowing-why and Knowing-whom. The enterprise shall use the strategy of knowledge to explore new knowledge and apply existing knowledge in response to changing competitive environment. For developing specific understanding and create more valuable knowledge, the enterprise needs to integrate the career capital of the internal organization through Exploration and Exploitation for searching new areas of organizational learning, experimentation and innovation. Therefore, it could evolve a new dynamic capability. It ' s a valuable subject for discussing whether Exploration and Exploitation under the career capitals play a key role in the process of the dynamic capabilities. The empirical results of this research indicate that (a) manager expatriates ' Knowing-how of career capital has a positive impact on Exploitation in the international alliance; (b) manager expatriates ' Knowing-whom of career capital has a positive impact on Exploitation and Exploration in the international alliance; (c) manager expatriates ' Exploration has a positive impact on the dynamic capabilities in the international alliance. Therefore, the results of this study show that the Knowing-how, Knowing-why and Knowing-whom of career capitals have different impacts on Knowledge Learning. In addition, Exploitation and Exploration have significant but different impacts on organizations ' dynamic capabilities. It ' s a method when the multinational enterprise expects to use the career capital and knowledge learning, to enhance its dynamic capabilities, and then strengthen the competitive advantages of enterprises for some references.

Keywords : Career Capital、 Knowledge Learning、 Dynamic Capability

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