

A Study of the Intellectual Capital Acquisition of Taiwanese Firms in Mainland China : Resource Dependence Perspective

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ABSTRACT

In the era of knowledge economy, intellectual capital has been regarded the most important strategic resource of the enterprises to build their sustained competitive advantages. As for the multinational corporations (MNCs), operating in the environment is different from home country, and facing more risks and uncertainties. Therefore, in the internationalization process, the intellectual capital of subsidiaries should be formed with the internal resources transferred from the headquarters and the complementary resources gained from the external environment to overcome the disadvantages. While the organizations try to acquire the resources for creating advantages, especially for the key resources, they must interchange resources with other organizations, and then result in resources dependence relationships. Because of the acquire mode of the intellectual capital stands for the dependence of the firms' choice. Therefore, this study use resource dependence perspective to classify the mode into two types comprising internal-acquired and external-acquired, which is based on the environment' attribute. And use the questionnaire survey to collect data of the Taiwanese firms in Mainland China to test the relationship among the variances including industrial type, investment motivation, entry time, and the acquire mode of intellectual capital. Try to understand the difference in the modes and the degrees of dependence on different types of the intellectual capital. By statistic analysis including factor analysis, T test, canonical correlation and two-way analysis of variance, we find the results below : 1. Most of the Taiwanese firms depend on the headquarters to transfer the innovation capital, but gain the human capital by external-acquired. 2. There is obvious difference in the acquire modes of the relationship capital between different industrial categories. 3. There are 2 pairs obvious canonical correlation between the motivations of overseas investment and the acquire modes of the intellectual capital. 4. Industrial type and entry time make influence both to the motivations of overseas investment and the acquire modes of the intellectual capital.

Keywords : Resources Dependence ; Intellectual Capital ; Internal-acquired ; External-acquired

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