

# The Study on The Influences of Learning Organizational And Personality on Willings of Sharing knowledge of the Expatriat

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## ABSTRACT

This research is discuss about the influence of learning organization and personality on sharing knowledge of expatriate in China. The independent variables are learning organization (personal level, team level, and organizational level) and personality (altruism, reciprocity). The dependent variable is sharing knowledge willing(share personal knowledge, share learning opportunity, promote learning motive ). This research takes the expatriates in China for example. Totally 620 questionnaires were sent and 208 copies of completed questionnaires were returned. After regression analyzed with the SPSS 10.0 statistical analysis program, the conclusion is as follows: 1. In a regression, learning organization has partly significant influence on sharing personal knowledge of expatriate in China ; learning organization has partly significant influence on sharing learning opportunity of expatriate in China ; learning organization has partly significant influence on promoting learning motive of expatriate in China. 2. In a regression, personality has significant influence on sharing personal knowledge of expatriate in China ; personality has significant influence on sharing learning opportunity of expatriate in China ; personality has partly significant influence on promoting learning motive of expatriate in China. 3. In a regression , learning organization and personality has partly significant influence on sharing personal knowledge of expatriate in China ; learning organization and personality has partly significant influence on sharing learning opportunity of expatriate in China ; learning organization and personality has partly significant influence on promoting learning motive of expatriate in China.

Keywords : learning organization, personality, sharing knowledge willing

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