The Influence of Characters and Encouragement Motivation Effecting Employees on Knowledge Sharing: Case Study on Private

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ABSTRACT

The competitive superiority of Corporation is from the sharing and flexible use of inner knowledge. In terms of traditional viewpoint, knowledge is power. Employees think that the knowledge they own is an edge to compete and the origin of the authority. They used to think that knowledge does not belong to anybody else. Moreover, the economic knowledge time is coming. How a corporation advocates knowledge sharing and makes employees willing to provide out their knowledge is becoming a significant focal point. Recently, corporations and institutes focus on knowledge managing, and knowledge sharing becomes an important issue. The research targets are conferring the behavior of knowledge sharing of corporations, schools, government institutions, and training organization in document. On the contrary, the research of private cram schools and institutes is fewer. By examining the fast-changing, diversified and competitive education institues within two lands, we can see the mutuality between us is more frequently in advance. Knowledge sharing is more important than anything. In order to satisfy with customer and the steady of the sincerity of customers, they need professional training teachers to exchange knowledge and the mutuality between students and parents, especially in private cram schools. The majority are still depending on the source from knowledge sharing of members. Our research searches the influence of characters and knowledge sharing by providing knowledge; searching the relationship between features, encouragement motivation to be changed themselves, and the influence of sharing knowledge. Findings: 1. The influence of characters to two-landed members' knowledge sharing is obvious. 2. The influence of encouragement motivation to two-landed members' knowledge sharing is obvious. 3. The influence of characters and encouragement motivation to two-landed members' knowledge sharing is obvious.

Keywords: characters ; encouragement motivation ; knowledge sharing

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