

The Correlation of Organizational Trust , Knowledge Sharing and Employees Job Performance

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ABSTRACT

Base on importance of social capital theory ,the present study investigates the interpersonal relationship will become deeply through trust and reciprocity , in organization , staffs can develop their trust and reciprocity through long-term investment and management . Through trust , the staffs will be willing to share their knowledge to their director and their coworker . In organization , the behavior of sharing knowledge will improve job performance . Through sampling from Chunghwa Telecom company , the study tried to take different aspects – organizational trust and knowledge sharing to job performance . The main purpose of this study is to realize that whether job performance will be influenced by organizational trust and knowledge sharing , and if knowledge sharing will be an intermediary effect between organizational trust and job performance . The thesis used SPSS 10.0 software to take all hypothesis . The conclusion are below : organizational trust has positive effect on knowledge sharing , knowledge sharing has positive effect on job performance , organizational trust has positive effect on job performance and knowledge sharing has an intermediary effect between organizational trust and job performance . Based on the results generated , there are some implications and suggestions will be offered for practices and academic field .

Keywords : organizational trust ; knowledge sharing ; job performance

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