

# Relationships among Organizational Culture , Transformational Leadership Style and Intellectual Capital : A Case Study of

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## ABSTRACT

The purposes of this research are examine the influences of the organization culture、transformational leadership style and intellectual capital. Take the personal background variable and the transformation leadership style as perceived variable, the organization culture is the intermediary variable, the intellectual capital is the result variable. The research sample is Y Paper Making Company family-care department administration staff. No matter the manager uses what kind of transformational leadership style all can present on the Intellectual capital remarkable influence, even if organization's culture obtained the ability for the bureaucratic culture regarding the intellectual property still to have to the remarkable influence. Moreover the innovation culture delivers in person regarding wisdom capital each construction right, but if the bureaucrat culture in the knowledge inheritance, the team cooperation, the partner relationship presents the negative direction influence, if emphasized the authority and the level can hinder the staff to develop the knowledge inheritance ability and the team cooperation also can reduce. But organizes cultural and under the transformation leadership correlation obtains the ability and the customer to the intellectual property manages the guidance to have the remarkable standard. According to the findings, there have several suggestions: The value innovation culture in order to help promotes the wisdom capital energy, the promotion human capital storage quantity and the organizational structure capital standard strengthens the organization the competitive power.

Keywords : Organization culture、Transformation leadership 、 Intellectual capital.

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