

# 組織創新、智慧資本、知識移轉與組織績效之關聯性研究

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## 摘要

本研究旨在探討組織創新、智慧資本、知識移轉與組織績效之間的關連性，以希華晶體科技公司為對象，發出338份問卷，回收有效問卷308份，並想要根據研究結果，提供企業作為未來研究的建議與省思的參考。在研究方法上以問卷調查法為主，藉由敘述性統計分析、t檢定、單因子變異數分析、典型相關分析及層級迴歸分析等統計方法作分析。本研究主要獲得的結論如下：一、不同的個人變項在組織創新、智慧資本、知識移轉與組織績效上有部份顯著差異。二、組織創新、智慧資本、知識移轉與組織績效之間，部分彼此有顯著正相關。三、智慧資本與組織創新的交互作用對組織績效有部分干擾效果。四、智慧資本與知識移轉的交互作用對組織績效有干擾效果。

關鍵詞：組織創新；智慧資本；知識移轉；組織績效

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