

# Relationships among Organizational Innovation, Intellectual Capital, Knowledge Transfer and Organizational Performance

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## ABSTRACT

The purposes of this research are examine the organizational innovation, intellectual capital, knowledge transfer and organizational performance. The subjects are Siward Crystal Technology CO.,LTD in Taiwan ; 338 questionnaires are released and the retrieved valid ones are 308 copies. Some concrete suggestions were proposed based on the research results for the reference of Enterprise and administrative authorities in the further researches and discussions. This research was using the method of questionnaire survey together with various kind of statistic analysis and got the important discoveries are stated separately as follows: 1. The different individual variables to organizational innovation, intellectual capital, knowledge transfer and organizational performance come out a partly remarkable discrepancy. 2. Organizational innovation, intellectual capital, knowledge transfer and organizational performance reveals outstanding positive relation. 3. The interaction of intellectual capital and organization innovation reveals interference effect of the part to the organizational performance. 4. The interaction of intellectual capital and knowledge transfer reveals interference effect to the organizational performance.

Keywords : organization innovation ; intellectual capital ; knowledge transfer ; organization performance

## Table of Contents

中文摘要 . . . . .	iii	英文摘要 . . . . .	iii
iv 誌謝辭 . . . . .	vi	內容目錄 . . . . .	vi
. . . ? 表目錄 . . . . .	ix	圖目錄 . . . . .	ix
. . . xii			
第一章 緒論 . . . . .	1	第一節 研究背景與動機 . . . . .	1
. . . . . 1		第二節 研究目的 . . . . .	4
. . . . . 5		第三節 研究流程 . . . . .	6
. . . . . 7		第二章 文獻探討 . . . . .	7
. . . . . 11		第一節 組織創新 . . . . .	7
. . . . . 36		第二節 智慧資本 . . . . .	11
. . . . . 44		第三節 知識移轉 . . . . .	27
. . . . . 46		第四節 組織績效 . . . . .	36
. . . . . 56		第三章 研究設計 . . . . .	44
. . . . . 74		第一節 研究架構 . . . . .	44
. . . . . 77		第二節 研究假設 . . . . .	45
. . . . . 107		第三節 研究範圍與對象 . . . . .	46
. . . . . 127		第四節 研究變項之操作性定義與衡量 . . . . .	47
. . . . . 136		第五節 資料分析方法 . . . . .	56
. . . . . 150		第六節 預試測驗與因素分析 . . . . .	58
. . . . . 155		第四章 研究結果分析 . . . . .	74
		第一節 回收樣本情況與問卷信度檢測 . . . . .	74
		第二節 各量表與研究變項之描述性統計 . . . . .	77
		第三節 各相關變項之差異分析 . . . . .	95
		第四節 各研究變項之相關分析 . . . . .	107
		第五節 智慧資本干擾效果分析 . . . . .	118
		第五章 結論與建議 . . . . .	127
		第一節 研究發現與討論 . . . . .	127
		第二節 研究建議 . . . . .	136
		參考文獻 . . . . .	138
		附錄A 預試問卷 . . . . .	150
		附錄B 正式問卷 . . . . .	155

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