

授權領導對於團隊知識活動之影響

許巧玲、莊智薰

E-mail: 9707871@mail.dyu.edu.tw

摘要

知識是組織環境累積無形資產的關鍵要素，尤其是知識密集產業，益加重視組織內部的知識活動。目前產業環境大多以團隊模式進行，尤其在知識密集產業，授權領導行為更蔚為風潮，且領導者所產生的氛圍在團隊過程亦形成影響知識活動的關鍵。所以本研究以台灣上市(櫃)的半導體產業為主，探討授權領導透過賦權氛圍模式對於團隊知識分享與知識獲取的影響。本研究採用質化與量化進行調查，經由個案訪談9位主管與層級迴歸分析79個團隊後發現，授權領導會透過賦權氛圍的中介效果，進而影響團隊知識分享與知識獲取。

關鍵詞：授權領導；賦權氛圍；知識分享；知識獲取

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