

The Impact of Empowering Leadership on Team Knowledge Activities

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ABSTRACT

The knowledge is the essential factor of organizational environment which accumulates the intangible assets, in particular the knowledge-intensive industries, which even more emphasis on knowledge activities. Working environment is mostly proceeded with the team pattern at present, and the leader causes climate that the key factor in team's composition. Therefore, this research mainly focuses on the market (cabinet) of the semiconductor industry in Taiwan, and discusses empowering leadership affected by empowerment climate (the pattern regarding knowledge sharing of the team and knowledge acquisition). Therefore this research uses the quality and quantity methods to proceed the investigation that interviews 9 managers and runs hierarchy process regression analysis with 79 teams for this research sample. The results of this research find that empowering leadership is permeated by the completely intermediary effect of empowerment climate, then affects team knowledge sharing and team knowledge acquisition.

Keywords : empowering leadership ; empowerment climate ; knowledge share ; knowledge acquisition

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