

The Relationships among Motivating Factors, Trust and Knowledge Sharing – An Empirical Study of High Technology Industries

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ABSTRACT

In the past few years, knowledge sharing has become the important study issue of knowledge management. According to the person who was the key element of whether knowledge sharing will be succeeded or not in organizations. The purposes of this study are two folds:(1)to explore the relationships between motivating factors and knowledge sharing on the High-Tech employees.(2)to explore the moderating effects of trust between motivating factors and knowledge sharing.

The purpose of this study was to investigate the correlations among motivating factors, trust and knowledge sharing. Subjects were High-Tech employees. The analysis of data was carried out by means of AMOS. The results showed that Trust and Motivating factors affect Knowledge sharing significantly.

Accordingly, the manager of High-Technical Industry in Taiwan should fulfill the employee's satisfaction of motivation. A trustful working environment in which employees can develop a trusting relationship manager, colleagues and the organization is created. Thus, the manager builds an interaction channel of communication and develops "knowledge sharing" in the organization. Ultimately the knowledge is well developed and diffused in the organization. Further, in the knowledge economic age, the organization will be able to take competitive advantages.

Keywords : motivating factors、 trust、 knowledge sharing

Table of Contents

中文摘要	iii
英文摘要	iv
誌謝辭	v
內容目錄	vi
表目錄	viii
章目錄	x
第一章 緒論	1
第一節 研究背景與動機	1
第二節 研究目的	3
第三節 研究範圍與對象	3
第四節 研究流程	4
第二章 文獻回顧	5
第一節 高科技產業的定義	5
第二節 知識分享	7
第三節 信任關係	13
第四節 激勵因素	18
第五節 構面間之關係	31
第三章 研究方法	38
第一節 研究假設與架構	38
第二節 研究變數之操作性定義	39
第三節 資料蒐集方法	45
第四節 問卷設計	46
第五節 資料分析方法	48
第四章 實證結果分析	62
第一節 樣本基本資料分析	62
第二節 敘述性分析	65
第三節 因素分析	67

第四節	相關分析	69
第五節	信度與效度分析	70
第六節	LISREL模式分析	72
第五章	結論與建議	82
第一節	研究結論	82
第二節	管理意涵	84
第三節	研究限制與未來研究建議	85
參考文獻	87
附錄A	問卷	100

表目錄

表 2-1	知識分享之觀點	10
表 2-2	知識分享行為內容	12
表 2-3	信任對象與構面	17
表 2-4	激勵理論之間的比較	25
表 2-5	激勵因素之主要構面與研究變數	30
表 2-6	影響信任關係之激勵因素相關研究	31
表 2-7	激勵因素對知識分享正向影響之觀點	33
表 3-1	激勵因素之操作性定義	43
表 3-2	信任關係之操作性定義	44
表 3-3	知識分享之操作性定義	45
表 3-4	激勵因素構面	46
表 3-5	信任關係構面	47
表 3-6	知識分享構面	47
表 3-7	KMO值之參考指標	49
表 3-8	Cronbach's 係數合理範圍	50
表 3-9	本研究模式之結構方程式參數表	55
表 3-10	LISREL基本符號定義表	57
表 3-11	結構方程模式之整體配適度指標	61
表 4-1	樣本分佈	63
表 4-2	各變項平均數與標準差	66
表 4-3	激勵因素因素分析表	68
表 4-4	變數間相關係數分析表	70
表 4-5	本研究各構面之Cronbach's 值	71
表 4-6	SEM構面信度分析	71
表 4-7	本研究平均變異萃取	72
表 4-8	本研究衡量模式分析	73
表 4-9	本研究之評鑑模型配適度指標結果	76
表 4-10	SEM最終模式係數估計值	76
表 4-11	變數之間的影响效果	78
表 4-12	研究假設驗證彙整	81

圖目錄

圖 1-1	研究流程圖	4
圖 2-1	知識螺旋圖	9
圖 2-2	Herberz雙因子模式	21
圖 2-3	Vroom的期望模式	23
圖 2-4	Robbins之激勵獎酬制度	29
圖 2-5	整合型激勵理論模式	35
圖 3-1	本研究架構圖	39
圖 3-2	本研究之結構模式路徑圖	56
圖 4-1	本研究之LISREL完整模型圖	78

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