The Effects of Organization’s Dynamic Capabilities on Innovation Performance – the Viewpoints of Knowledge Shaning and

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ABSTRACT

The improvements in information technology have led to knowledge-based economy, and then to push forward the competition circumstance and the change of business model. Traditional competitive forces are unable to support the analysis of complicated industrial environment, therefore building knowledge integration capability and knowledge transformation capability is required for improving competitive advantage. Dynamic capabilities assist in integrating, establishing organization, and rearranging the capabilities of internal and external knowledge as well as achieving the capabilities for the continuing changed environment, moreover, to control the source of competitive advantage. However, the previous studies showed that dynamic capabilities affected the innovation performance. Since the lack of a model for dynamic capabilities to the effect of innovation performance, this study constructed a research model which was focused on the viewpoint of dynamic capabilities, knowledge sharing, and absorption capabilities. For experiment, question survey and partial least squares analysis for Top 500 manufacturing companies’ R&D section in Taiwan were used to test the research model. The results showed while the growing of unpredictability in competitive environment, improving dynamic capabilities, knowledge sharing and absorption capabilities have positive effects on innovation performance. Moreover, the Low R&D-innovation was emphasized on potential absorption capabilities. And then, High R&D-innovation was emphasized on dynamic capabilities of an organization, the findings indicated that knowledge integration capability and knowledge transformation capability have an improved effects on innovation performance.

Keywords : Dynamic capabilities、Knowledge sharing、Absorption capabilities、Innovation performance

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