

The Effect of Expatriate Organization Commitment on Knowledge Transfer : Organization Distance and Culture Distance as M

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ABSTRACT

In today's business environment, corporations are coping with the challenge of globalization. To enhance competitive advantages, it is particularly important for multinational corporations to be able to transfer core competences to operational units overseas. The role of expatriates is important to the success of knowledge transfer; however, few empirical studies have explored the factors influencing knowledge transfer at the individual level. The subjects of this study are expatriates of high-tech companies. In this study, the effects of expatriates' organization commitment on knowledge transfer were investigated. The moderating effects of organization distance and culture distance were examined. The survey method was adopted in this study. A total of 790 questionnaires were distributed and 434 copies returned. Among returned questionnaires, 391 copies were valid, with a return rate of 54.93%. Data collected were analyzed with hierarchical regression. Results indicated that expatriate's identifiable commitment had positive effects on explicit knowledge. Expatriates' continuance and loyalty commitment had positive effects on tacit knowledge. It is found that both low organization distance and low culture distance had moderating effects on expatriates' organization commitment and the transfer of explicit and tacit knowledge.

Keywords : Expatriate、Organization Commitment、Knowledge Transfer、Organization Distance、Culture Distance

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