

A Study of the Relationships among Organizational Learning, Knowledge Sharing, and Organizational Performance

姬中平、李城忠

E-mail: 9900390@mail.dyu.edu.tw

ABSTRACT

In a knowledge-based economy, knowledge is regarded as the source of personal or organizational power, competitive advantage, and expert power. Thus, knowledge management is crucial to enhance the corporate competitiveness and performance. The research fields of knowledge management include organizational learning, organizational culture, organizational psychology, organizational management, information management, and knowledge sharing. This study focuses on the relationships among organizational learning, knowledge sharing, and organizational performance, investigates how organizational learning and knowledge in a company affect its organizational performance, and further constructs a knowledge management model on organizational performance. A total of 281 questionnaires were distributed to life insurance companies, and 240 valid samples were returned; the valid return rate was 85.41%. Results showed that organizational learning has positive effect on knowledge sharing and organizational performance, while knowledge sharing and organizational performance are not positively correlated. In addition, organizational learning measures may certainly transfer to promote business performance.

Keywords : organizational learning ; knowledge sharing ; organizational performance

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