組織文化、知識取得、組織學習與組織創新之關聯性研究

This study mainly investigates the relationships among organizational culture, knowledge acquisition, organizational learning and organizational innovation. We choose the Top 100 Financial Enterprises published by Common Wealth Magazine in 2005 as the population and 23 of them as the sample in this study. 785 questionnaires were issued and 449 valid replies were received. The research results indicate that the organizational learning serves as a partial mediator between organizational culture and organizational innovation. Besides, we find that organizational culture has effect on organizational learning and innovation through knowledge acquisition. And organizational learning has a full mediation effect on knowledge acquisition and organizational innovation.