社會交換觀點下知識分享意願之研究

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The fast development of advanced technology has brought us into the era of knowledge economy, and the knowledge management will be the important issue in knowledge economy. The key in knowledge management is to improve knowledge sharing, and store the knowledge by transfering the knowledge, and even deposit the despite the employee leave. One of the reasons why knowledge sharing is hard to be effective is that staffs usually hold the knowledge as their competitive advantage. When some of the staffs leave the organization, they may take those experiences and knowledge away from the organization. Therefore, the main purpose of this study is to understand the model of knowledge sharing and find some way to improve the employees willing to share their knowledge. The study explores the model of knowledge sharing willing based on the perspective of Social Exchange Theory. In the model, organization commitment intervenes the distributive justice and procedure justice. This study use Pearson correlation analysis, ANOVA, and construct a LISREL model to identify the relationships among those variables in the model. The research results shown that: A significant relationship between the knowledge sharing and social exchange theory has exited in the model and the willing of knowledge sharing.