

Organizes the Cultural Strengthening Enterprise Knowledge Management Relevance Research

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Abstract

It is widely observed that the society we live in has been gradually turning into a “knowledge society”. Successful companies are those that consistently create new knowledge, disseminate it widely throughout the organization, and quickly embody it in new technologies and products. Based on the Nonaka’s (1995) SECI model for knowledge creation and the concept of the intellectual capital, this study could explore and identify the relationship among knowledge management, intellectual capital and organizational culture. This study finds that different kinds of organizational culture will cause different KM capabilities, and both of those would effect the intellectual capital. Furthermore, we could increase intellectual capital by improving particular organizational culture or KM capability.

Keywords : organizational culture 、 knowledge management 、 intellectual capital

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以組織文化強化企業知識管理相關性研究

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摘 要

我們所生活的這個社會已逐漸的轉變成為「知識社會」，而能夠創造新知識公司的企業也往往就是成功的公司。「知識管理」這個名詞已儼然成為一個相當熱門的研究方向，不只因為其在公司創新與績效扮演重要性的角色，也由於其對未來趨勢的衝擊力與指引性。基於量化研究的缺乏與研究趨勢的重要性，因此本研究以 Nonaka (1995) 知識螺旋理論中的知識轉換模式來衡量公司的知識管理能力，再結合智慧資本的觀念，探討知識管理能力與衡量其績效的智慧成本之間的關係，同時亦探討組織文化在其中所扮演的角色。經過實証研究後發現不同的組織文化會導致知識管理能力的差異性，而組織文化與知識管理能力亦會導致不同的智慧資本，因此若欲改善公司某一構面的智慧資本則可從建立特定的組織文化與加強知識管理能力做起。

關鍵字：組織文化、知識管理、智慧資本

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