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Abstract
The purpose of this study is to investigate the relationship between KM capability of R&D team, organizational knowledge transforming mechanism and organizational innovation performance. This study from the knowledge management viewpoint, investigate the impact of KM capability in R&D team on organizational innovation performance. Secondly, investigate the interaction of through appropriate organizational knowledge transforming mechanism and KM capability of R&D team will raise itself influence on organizational innovation performance. Finally, investigate the impact of organizational culture and team characteristics on KM capability of R&D team.

In this study uses the questionnaire approach to interview managers and staff of the research and development (R&D) departments, by sampling survey Taiwan's manufacturing and service sectors. A total of 600 questionnaires have been sent out, and 105 valid questionnaires are recovered, for an effective recovery rate of 17.5%. The major findings show that (1) the knowledge management capacity of R & D department has positive significant effects on enhancing the innovation capability of enterprises, which means that, from the perspective of enterprises, the capacity of knowledge management will enhance the innovative performance of enterprises with definite results. (2) Innovative performance through appropriate knowledge transforming mechanism will bring positive benefits to the enterprises for further innovation in the enterprises. (3) Reveals that organizational culture is certainly useful for enhancing the knowledge management capability of the R&D team. When the organizational culture is open for innovation, this will encourage corporate staff to do more thinking, to accept new ideas, and to share more autonomy and freedom. As the contribution of knowledge is still not easy to be measured, this culture of innovation or support can often induce staff members to produce spontaneous knowledge creation, knowledge sharing, and learning behavior, thereby enhancing the knowledge management capability inside the enterprises.
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