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Abstract
This study uses interview and content analysis to find out the knowledge sharing types of teams for high-tech companies. And then, we use questionnaires and hierarchical regression analysis to examine the relationship between team member's knowledge sharing types and team creativity. Finally, the moderating variables of knowledge absorption and integration are also explored in this study. The results indicate that: (1) Team knowledge sharing can be divided into four categories and nine types of team members' knowledge sharing, experience transfer (mentoring transfer and demonstrate in person), interpersonal interaction (research conference, small group discussion and friendship association), technology/documentation (network community and technical writing) and experience/training (actual experience and speech training).(2) Ignoring the moderating effects, it is very significant that interpersonal interaction knowledge sharing can influence team creativity.(3) Considering the moderating effects of knowledge discrimination and application, we find that technology/documentation and actual experience knowledge sharing have significantly effect on team creativity. Therefore, teams should encourage members to share professional knowledge and promote member's knowledge discrimination and application to increase team creativity.
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