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Abstract
The term “absorptive capacity”, which is derived from Cohen & Leveinhal (1989) has gradually become the core concept of related researches such like organizational learning, knowledge transfer, strategic alliances and innovative management. However, concept of absorptive capacity is so complicated and hard-quantified that there is little agreement as to the common and popular measurement instruments. To improve this gap, this research focuses on the process of absorptive capacity and explores the critical factors in absorptive capacity through different dimensions empirically. Numerous empirical data are obtained from top 500 manufacturing corporations by survey questionnaire method.

The results show that acquisition ability and exploitation ability are both related to plentiful prior organizational knowledge, prompt organizational response and flexibility (opposed to organization inertia), effective human resources management, strengthening gatekeeper mechanism and better relationships among organizational networks. Next, prior organizational knowledge, organizational response and flexibility, human resources management, and among organizational networks have positive effects on assimilation ability. Third, it is found that four factors include that prior organizational knowledge, organizational response and flexibility, human resources management, and strong industrial network can all improve transformation ability.

As mentioned above, better “absorptive capacity” organizations or firms must possess more these organizational antecedents: prior organizational knowledge, organizational response and flexibility, human resources management, and strong industrial network s. At the same time, full-time gatekeepers deal properly with spillovers and search of internal and external knowledge. Finally, relationships of industrial network have more important impact on absorptive capacity than positions of industrial network. Fine interactions and relationships among firms, consumers, government authorities or academic institutes really promote development of absorptive capacity.
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