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Abstract
With rapid change of environment, self-directed work team has drawn attention of enterprises. This study took information systems development team as an object to discuss the influence of collective efficacy of knowledge sharing on knowledge sharing behavior and analyzing moderating effects of team confidence and team interaction. Through data analysis with the hierarchical regression analysis method, the result revealed that collective efficacy of knowledge sharing would greatly influence knowledge sharing behavior without consideration of other interfering factors. In addition, the study has also found that team interaction and horizontal confidence are effected in the process of collective efficacy of knowledge sharing affecting knowledge sharing behavior. Furthermore, vertical interaction showed significantly moderating effects in the process of collective efficacy of knowledge sharing and explicit-oriented knowledge sharing behaviors. Finally, system confidence showed significantly moderating effects in the process of collective efficacy of knowledge sharing and tacit-oriented knowledge sharing behaviors. Hence, team activity not only considers the relationship of trust and interaction between members but also reinforces collective efficacy of team members to promote knowledge sharing behavior.
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