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Abstract
In the new economic era, enterprises are facing more complex environments; as a result, continually R&D or innovation is necessary for developing and surviving. From Knowledge Capital viewpoint, " Organization Learning" is the construction basis of Business Competitive Advantage, it mainly focuses on "Internal Workers", Drucker (1973) called them "Knowledge Workers."

Since internal workers are one of the core resources of the company, so this study discuss the Antecedents and Consequences of the employee's learning behavior; hence, we also provide key factors for enterprises to encourage organization learning, to help enterprises facilitating their workers' learning behavior.

Generally, we discuss the behavior of knowledge workers. Specifically, we discuss the Personality Traits, the Climate of Organizational Innovation, the Learning Behavior and Individual Creative Behavior, the Group Performance, the Intervene Effect of Efficacy on Learning Behavior and Creative Behavior.

A sample questionnaire has 192 R&D employees from the top 500 listed companies in Taiwan. We examined 29 hypotheses by SPSS 10.0, the main findings as following:

1.The learning behavior of employees is affected by the personality traits and role perception of the organizational innovation climate. Different personality traits have different learning behavior differentiations. Organizational encouragement of innovation, team work support, and flexible working conditions can facilitate employees' learning behavior.

2.In the multi phase of employees' innovation, there are many involvements of learning behavior. The more involvements of learning behavior, the more innovative behaviors occur. When the more individual innovative behaviors occur, the higher the group innovative performances.

3.Employees with higher self and collective efficacy are better off than employees with lower self and collective efficacy. This will affect the individual innovative behavior and group innovative performance.
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