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Author Chia-Chen Lin
Author's Email Address No Public.
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Abstract
The main purpose of this study is to examine the implementation results of human resource development strategy of Taiwanese companies and the influence effect of organizational learning culture and intellectual capital. Based on survey data collected from CEOs of 75 Taiwanese companies with a 6.8% response rate, 71 valid feedbacks were received.
According to literature review, this research adopted human resource development strategy as independent variables, organizational learning culture as mediating variables and intellectual capital as dependant variables. Human resource development practices include training and development strategy, organization development strategy and career development strategy. Organizational Learning Culture includes individual level, team or group level and organization level. Intellectual capital includes human capital, social capital and organizational capital.
This study utilized reliability analysis, descriptive statistics analysis, correlation, and regression to figure out the implementation results of human resource development strategy and the influence of organizational learning culture on intellectual capital.
Research results are listed below.
1.Human resource development strategy has significant positive correlation with intellectual capital.
2.Human resource development strategy has significant positive correlation with organizational learning culture.
3.Organizational learning culture has significant positive correlation with intellectual capital.
4.Organizational learning culture has mediating effects on the relationship between human resource development strategy and intellectual capital.
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