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Abstract
Knowledge management is an important issue in the domain of knowledge-based economy. In the study, we explore the mediating effects of the knowledge management processes and knowledge effectiveness among knowledge management infrastructures and organizational effectiveness. We collect data by questionnaires and use hierarchical regression analysis to conduct the data. The results indicate that organizational culture, the formalization of organizational structure, leadership, and information technology have significantly effects on knowledge management processes. At the same time, knowledge management processes have a significantly effect on knowledge effectiveness, and knowledge effectiveness has a significantly effect on organizational effectiveness. Furthermore, it appears that knowledge management processes and knowledge effectiveness individually play mediating roles on knowledge management infrastructures-knowledge management processes and knowledge management processes-organizational effectiveness. Therefore, we suggest that organization should enhance knowledge management infrastructures, pay much attention to knowledge management processes and the satisfaction of employee for knolwdege management in order to improve organizational performance.
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