A Study of The Relationships Among Organizational Culture, Leadership Styles and Knowledge Sharing—TV Cable Group As An Example

張官民1 吳宗正2 李元墩3

(Received: Aug. 9, 2012；First Revision: Sep. 25, 2012；Accepted: Dec. 17, 2012 )

Abstract

Globalization is the trend of business to upgrade the competence. Population of this research is an international business group covering 1,792 employees in Taiwan, China and Vietnam. 600 pieces of questionnaires were issued and 208 pieces collected for analysis through descriptive statistics, ANOVA, LISREL, Multi-Group Analysis and individual in-depth interview. Findings of this research are: 1. Not every aspect is related; 2. Organizational culture is related to knowledge sharing through leadership styles; 3. Some relationship between organizational culture and work value; 4. Aspect is different significantly in consciousness resulting from different nationalities.

Suggestions in management practice are (1) Establish a consistent and stable organizational culture through job rotation and training. (2) Reinforce the education and training of the leaders. (3) Connect various nationalities employees through information technology system for recognition of organizational culture and knowledge sharing.

Keywords : Organization Culture, Leadership Styles, Knowledge Sharing.