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## Improve Technological Innovation Capability of Enterprises Through Tacit Knowledge Sharing

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### Abstract

The enterprise technological innovation capability depends on the level of tacit knowledge sharing. The enterprises tacit knowledge include technical element, cognitive element, experience element, emotional element and faith element. Tacit knowledge is the main body of enterprise knowledge with a priority. It is the basis and key to form the individual and enterprise innovation capability. Enterprises can share the tacit knowledge through the methods include trial of error, work with experts, create the environment for employees to exchange tacit knowledge, the innovative project team systems and promote conversion of tacit knowledge to explicit knowledge.

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*Keyword:* Tacit knowledge; Technological innovation capability; Knowledge share

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Enterprises is the main body of technological innovation and play an important role in promoting local economic and social development. The innovation capability of enterprises constituted mainly by the tacit knowledge and is the result of the accumulation of tacit knowledge. The enterprises must continuously improve the level of tacit knowledge sharing to improve the technological innovation capability .

### 1. The main contents of the enterprise tacit knowledge

Tacit knowledge mainly exists in the minds of employees, materialized in the equipment or cured in the enterprise organization system and forms of management and corporate culture that can not be clearly

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demonstrated with systemic, coded language. In accordance with different subjects, the enterprise tacit knowledge can be divided into groups tacit knowledge and individual tacit knowledge. Whether the individual tacit knowledge or the group tacit knowledge, basically composed of the following five elements[1].

### *1.1. The technical element*

An important feature of enterprise work is its practicality. The technology is the basis of the enterprise production and an important part of research and innovation of the enterprise. Any medical technology can be regarded as composed of the technology that can be clearly expressed and that cannot. The former is explicit knowledge, while the latter tacit knowledge. Tacit technology, which includes knack, craftsmanship, techniques and skills, can be materialized in the course of production or services. Because of its high dependence on vision, a lot of things can't be coded and highly individualized, and are subject to the environment constrains. It's hard to be standardize and learned.

### *1.2. The cognition element*

It's the core of tacit knowledge. The cognition element mainly refers to the thinking pattern of enterprise personnel, including the individual knowledge structure, the ability to absorb new knowledge, perspectiveness, power of judgement and the ability of identifying and solving problems. In enterprise activities, any problems, from being proposed to being solved, need the cooperation of perception, memory, learning and thinking. The group level cognition element include the information environment in the enterprise, the main channel for the exchange of knowledge, the main way to accept new knowledge, the level and the extent of knowledge sharing and creation.

### *1.3. The experience element*

It includes the cognitive, physical and mental experience of the employees in enterprise activities, and is composed of internal and external experience. The internal experience mainly refers to individual experience in enterprise activities, while the external experience is mainly connected with social connection and social network involving with enterprise activities. The experience element of the employees is formed through constant accumulation. The quality and quantity of experiential tacit knowledge learned from enterprise activities determines the level of the quality of experience. The groups level experience element is the experiences and lessons shared by employees in discovering and solving problems.

### *1.4. The emotion element*

Emotional element includes employees' emotions of likeness and hatred, intuition, preferences and passion, both inherent in human nature and closely related to the constant study and education. It's the most changeable and energetic part to control. Emotional element determines employees' passion to technology innovation and the attitude to other peoples. It's an important part of good qualities for the employees.

### *1.5. The faith element*

Faith element is the belief of the employees on the basic knowledge of the value of the enterprise activities, including faith, judgment of values and the objective of struggle in the process of the enterprise activities. Its formation was mainly due to life experience and learning acquired. The groups level faith element are closely related with the corporate culture that involves the enterprise's basic value judgments of knowledge and human, the degree of acceptance and tolerance of failure to the different views and innovative thinking.

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