

Abstract

There are many literatures studying knowledge management (KM) including factors, strategies or other implications. A new construct: sense of returning (SOR) did not seem to be studied deeply. It is defined as an emotional stage or sense developed by the experienced workers worked for certain period of time, try to share their knowledge to contribute the organization in return. A new 25-items scale is developed to measure this construct. Hypotheses include (1) SOR consists of five separate components; (2) the model of SOR is similar to that of Generativity. A questionnaire survey was conducted to 180 working adults. The results indicates a five factors model including (1) inner desire; (2) organizational encouragement; (3) concern for next employees; (4) supportive belief in Goodness of KM and (5) commitment to KM and is consistent to the hypothesis (1) whereas the model of SOR is not the same as the model of generativity in hypothesis two.