









cooperation relations, and has also benefited from the recognition of organizational integration [11]. For knowledge sharing to work, universities first have to have a culture that open and accept sharing. Studies by De Long and Liam show that culture influence knowledge sharing by as much as 80%. Consequently, to effectively develop organization knowledge sharing culture, there need to be change in the culture of the organization strategy, structure, support mechanism, management development, communication, trust, motivation and learning. These approaches are all based on the fundamental premise that it is management's role to do the motivating and foster teachers toward knowledge sharing culture.

## Conclusion

The university teachers' knowledge sharing is the flowing and commutative process of knowledge, which is a kind of adventurous exchange behavior. Knowledge sharing research involves theories of several disciplines such as management, psychology, philosophy and sociology. It is very difficult to formulate clearly the effective ways to realize university teachers' knowledge sharing. But viewed as a whole, the suggestions given above, that is, improving the incentive mechanism of knowledge sharing, creating an available knowledge sharing platform and fostering friendly knowledge sharing culture can be available methods. By using these methods, colleges and universities can better mitigate the risks and challenges in teachers' knowledge sharing and increase the chances of a successful solution in university teachers' knowledge sharing.

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