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Trust and work place spirituality on knowledge sharing behaviour: Perspective from non-academic staff of higher learning institutions

(Article)

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Abstract

Purpose – This empirical research aims to, to add value in the existing research on **knowledge sharing**, investigate the antecedents of **knowledge-sharing behaviour** by embedding **trust** and **workplace spirituality** variable on **non-academic staff** from **higher learning institution** in Malaysia. The role of **trust**, perceived risk and **workplace spirituality** towards **knowledge-sharing behaviour** has attracted significant attention from researchers and practitioners to facilitate the culture of **knowledge sharing** in organization settings. Design/methodology/approach – The units of analysis include **non-academic staffs** who are currently working in different **higher learning institutions** in Malaysia. Apart from descriptive study, this research applied confirmatory factor analysis and structural equation modelling. Findings – The result revealed that there is a strong relationship between **workplace spirituality** and **knowledge-sharing behaviour**. On the other hand, the perceived risk variables partially mediate the association between **trust** and **knowledge-sharing behaviour**. Research limitations/implications – This research is a cross-sectional study. As a result, the limited sample size in this study may have an effect on the power of generalizability. Further research may be necessary to confirm the model across different industry to reveal the nature of the **knowledge-sharing behaviour** among the **staff**. Practical implications – The findings from this research could help the policymakers and the respective authorities of **higher learning institutions** to create a **knowledge-sharing** culture that is needed to support **knowledge sharing** and **knowledge** management within the **higher learning institutions**. Originality/value – This research not only adds value to **knowledge-sharing** literature but also used the variable like **workplace spirituality** under the context of Malaysian **higher learning institution**. © 2015, Emerald Group Publishing Limited.

Author keywords

Higher learning institutions; Knowledge-sharing behaviour; Perceived risk; Trust; Workplace spirituality

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