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

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Abstract
Purpose: This empirical research aims to add value to 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 organizational settings. Design/methodology/approach – The units of analysis include non-academic staff who are currently working in different higher learning institutions in Sabah. Apart from descriptive study, the 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 relationship 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 the workplace spirituality under the context of Malaysian higher learning institution. © 2015 Emerald Group Publishing Limited

Author keywords
Higher learning institutions; Knowledge-sharing behavior; Perceived risk; Trust; Workplace spirituality

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