

Document details

Back to results | 1 of 1



[Full Text](#) | [View at Publisher](#) | [CSV export](#) | [Download](#) | [Save to list](#) | [More...](#)

Learning Organization

Volume 22, Issue 8, 14 September 2015, Pages 317-332

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

(Article)

Rahman, M.S.¹  Osmangani, A.M.², Daud, N.M.³, Chowdhury, A.H.⁴, Hassan, H.⁵ ¹ International Islamic University Malaysia, Gombak, Malaysia² Eastern University, Dhaka, Bangladesh³ Multimedia University, Cyberjaya, Malaysia[View additional affiliations](#)[View references \(83\)](#)

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

ISSN: 0898-474 Source Type: Journal Original language: English

DOI: 10.1108/TLO-05-2015-0032 Document Type: Article

Publisher: Emerald Group Publishing Ltd.

References (83)

[View in search results format](#)
[All](#) | [CSV export](#) | [Print](#) | [E-mail](#) | [Create bibliography](#)

Cited by 1 document

Knowledge sharing-based value co-creation between E-Commerce enterprises and logistics service providers

Miao, Y., Du, R.
(2018) Lecture Notes in Computer Science (including subseries Lecture Notes in Artificial Intelligence and Lecture Notes in Bioinformatics)[View details of this citation](#)

Inform me when this document is cited in Scopus:

[Set citation alert](#) | [Set citation feed](#)

Related documents

Testing knowledge sharing effectiveness: Trust, motivation, leadership style, workplace spirituality and social network embedded model

Rahman, M.S., Osman-Gani, A.M., Wamen, M.A.
(2015) Management and Marketing

Share and share alike: Making knowledge matter

(2011) Development and Learning in Organisations

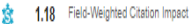
Knowledge sharing barriers and effectiveness at a higher education institution


Khalil, O.E.M., Shea, T.
(2012) International Journal of Knowledge Management[View all related documents based on references](#)

Find more related documents in Scopus based on:

[Authors](#) | [Keywords](#)

Metrics


 1 Citation **85TH PERCENTILE**

 1.18 Field-Weighted Citation Impact


 4 Mendeley Readers **10TH PERCENTILE**