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A study on the influence of spiritual leadership on knowledge sharing behavior within telecommunication industry in Malaysia (Article) (Open Access)

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Abstract

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Purpose of Study: This paper aims to explore the ability of telecommunication industry in Malaysia engaged in managing those unexpected events by studying the leadership ability based on spiritual leadership to optimize the potentials of their human resources' knowledge and experiences as part and parcel of competitive advantage in meeting the challenges brought by the competition within the industry. **Methodology:** The present study is exploring the outcome of such areas through a combination of both qualitative and quantitative perspective methods, to provide with empirical evidence for the research problem, and also to help answer questions that cannot be answered by qualitative or quantitative approaches alone. The Exploratory Sequential Design as in model development has been selected for this study for no specificity of guiding framework to begin with as it integrates diverse areas within spiritual leadership and knowledge sharing behavior with integration to islamic leadership model, that require to begin with qualitative exploration. **Main Findings:** The present paper is based on the mixed method findings of such leadership style in creating the values within the workplace that able to ignite the inner-sense among the employees to feel the conscience and compassion to share knowledge beyond conventional motivational factors as in rewards, power, and relationships, aligned to the Islamic leadership model perspective. **Implications/Applications:** The present study will definitely help in analyzing the influence of spiritual leadership on the knowledge sharing behaviour within the telecommunication industry of a nation. This study will also contribute to the agenda of KSB within telecommunication industry in Malaysia, by including the exploration on SL as the construct for the leadership style, so that individual employees would be motivated to share knowledge by positioning it within the context of Islamic leadership model. © Authors.

Author keywords

- Islamic Leadership
- Knowledge sharing behavior (KSB)
- Social Exchange Theory (SET)
- Spiritual leadership (SL)
- Workplace Spirituality (WS)

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