

Assessing the Relationship between Organisational Commitment and Knowledge Sharing Behaviour

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ABSTRACT

Knowledge sharing is one important activity in knowledge management. It enables knowledge to be created, as well as acquired and used by others. However, there are reasons to believe that employees are reluctant to share knowledge with their colleagues. Thus, in order to ensure the success of knowledge management effort, knowledge sharing among employees must be encouraged. Though studies had shown that there are many factors that might affect knowledge sharing behaviour, this paper aims at exploring the relationship between organisational commitment and knowledge sharing behaviour. Regression analysis on data gathered from a sample of 114 R&D employees' indicated that affective commitment and normative commitment were significant predictors of tacit knowledge sharing. Additionally, explicit knowledge sharing was significantly and positively predicted by affective commitment. Implications, limitations, and suggestions for future research are highlighted.

Keywords: *Knowledge sharing behaviour; organisational commitment; research and development (R&D) employees; Malaysia.*

ABSTRAK

Perkongsian ilmu merupakan satu aktiviti yang sangat penting dalam pengurusan ilmu. Aktiviti ini membolehkan lebih banyak ilmu dijana, serta diperolehi dan digunakan oleh orang lain. Walau bagaimanapun, terdapat beberapa perkara yang menyarankan bahawa pekerja amat sukar berkongsi ilmu dengan rakan sekerja mereka. Oleh yang demikian, untuk memastikan kejayaan dalam usaha pengurusan ilmu, perkongsian ilmu dalam kalangan pekerja perlu digalakkan. Sungguhpun kajian menunjukkan terdapat banyak faktor yang mungkin mempengaruhi gelagat perkongsian ilmu, kajian ini meneroka hubungan antara komitmen organisasi dan gelagat perkongsian ilmu. Analisis regresi daripada data yang dikumpulkan dari 114 pekerja R&D mendapati hubungan yang signifikan antara komitmen afektif dan normatif dan perkongsian ilmu tasit. Di samping itu, perkongsian ilmu eksplisit hanya mempunyai hubungan yang positif dan signifikan dengan komitmen afektif.

