

## **Organizational Justice and Innovative Work Behaviour: Effect of Knowledge Sharing**

Nathasha, W. S. A. U.<sup>1</sup> and Rebecca, E.<sup>2</sup>

The current imperative is to encourage employees to behave innovatively at work. Prior research has documented the influence of organizational justice on innovative work practices. However, most of this research comes from the context of information technology. Moreover, the underlying mechanism linking these variables, namely, the role of knowledge sharing, is sparse. This paper aims to examine the mediating role of knowledge sharing in the relationship between organizational justice and innovative work behaviour and to address the problem of a lack of innovation among executive employees of the selected Sri Lankan construction company. The executives of a construction company are surveyed using a questionnaire survey method. A total of 118 valid questionnaires are collected. According to the study, organisational justice significantly impacts how creatively employees behave at work. Additionally, it has been discovered that knowledge-sharing mediates relationships. This paper is only intended for the executive employees of a particular Sri Lankan construction firm. Future researchers will be able to acquire data from various sources, mixing experimental settings with real-world circumstances, strengthening the scientific quality of research methodologies and raising the credibility of research findings. The results show that organizational justice impacts knowledge-sharing and innovative work practices. Additionally, it was revealed that the above relationship is partially mediated by knowledge sharing, which affects employees' innovative work behaviours. This study emphasizes knowledge-sharing as an underlying mechanism to demystify the relationship between organizational justice and innovative work behaviour. An improvement is made to the theoretical framework that now describes the results of organizational justice. Keywords: Innovative work behaviour, Innovation, Knowledge sharing, Organizational justice, Organizational performance.

**Keywords:** *Innovative work behaviour, Innovation, Knowledge sharing, Organizational justice, Organizational performance.*

<sup>1</sup> Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [Udani2018@gmail.com]

<sup>2</sup> Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [rebecca@kln.ac.lk]