

Impact of Knowledge Management Infrastructure Capabilities on Knowledge Sharing Intention

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The current study is initiated to bridge the gap in the extant literature by assessing the impact of knowledge management infrastructure capabilities on knowledge sharing intention of executive and above level employees in a leading organization in the banking and finance industry. The study is quantitative and a cross-sectional design is followed. Data was collected through a structured questionnaire. A simple random sampling technique was applied to select the sample, and the final sample consisted of 135 knowledge workers from one leading organization in the Finance industry in Sri Lanka. The data was analyzed through regression and correlation with the aid of SPSS. Descriptive statistical techniques such as mean, standard deviation, and frequency tables were used to interpret the analyzed data. Pearson correlation was used to analyze the relationship between variables while simple regression was used to identify the extent of impact of independent variable on the dependent variable. It was found that there is a significant positive impact of knowledge infrastructure on knowledge sharing intention. It is suggested that managers deploy their resources in crafting a knowledge organization emphasizing the found knowledge sharing attributes in the study while it is high time for policymakers to execute valuable policy options such as phased retirements. Cross-validation of the study findings in diverse industries and cultures among relatively a bigger sample in successive studies is recommended, which will add more insights to the essence of the current study.

Keywords: *Knowledge infrastructure, Knowledge sharing intention, Knowledge worker*

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