

The Impact of Knowledge Sharing Factors on Talent Retention: A Study of Private Sector Organizations in Sri Lanka

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In current environment, Modern knowledge based companies were taken knowledge as the weapon to gain competitive advantage from the market through high talented people. Thus, the purpose of this study was to investigate the knowledge sharing factors on talent retention of executives and above employees working in the top five private sector companies in Sri Lanka. This study has identified that mutual trust in between superior and subordinate for knowledge sharing, rewards for knowledge sharing and training for knowledge sharing and managerial support from superior to subordinate for knowledge sharing as the most influential factors in knowledge sharing. This was a quantitative study used a deductive approach. This study was carried out as an individual-level study with a sample of 160 executive level employees. The population framework of executive and above level of five companies was available, thus, the simple random sampling was applied in selecting sample for this study. In addition, survey strategy was followed in the study and a self-administered, anonymous, pre-tested questionnaire was used for data collection purpose. Moreover, four hypotheses were constructed for four factors and they were tested using simple linear regression analysis. It was concluded that there is a positive significant impact of mutual trust between supervisor and subordinate for knowledge sharing, rewards for knowledge sharing and training for knowledge sharing on talent retention of executives and above employees. Findings concluded that there is a positive moderate impact of managerial support for knowledge sharing on talent retention of executives and above employees in private sector organizations in Sri Lanka. Finally, findings stimulates to review and revise their existing knowledge sharing practices to formulate their talent retention policies or to revise their existing talent retention policies in a way of increasing the best talent in organizations to ready for 'war for best talent' in 21st century.

Keywords: Talent retention, Knowledge sharing, Trust, Rewards, Managerial support

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