

Role of Interpersonal Conflicts and Psychological Empowerment on Knowledge Sharing Intention: A Study of Executive Level Employees in XYZ PLC

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This research was undertaken for the purpose of identifying how different forms of interpersonal conflicts and psychological empowerment may affect knowledge sharing intentions in the workplace. This study explored these relationships using a sample of executive level employees who work in a manufacturing company in Sri Lanka. This is a deductive (theory –testing) research and it was conducted using the survey research strategy and quantitative research method. Executive level employees of XYZ PLC were chosen as the population of the study. Primary data were collected from 175 observations through a self-administered structured questionnaire. The questionnaire for the purpose of collecting data was developed using well-accepted standard measures. A Google form was created and distributed to collect data. The number of employees who responded was 154 out of 175 employees and accordingly the effective sample size is 154. Statistical Package for Social Science (SPSS), version 26.0 was used as the data analysis software in this research study. The results indicate that both relationship and task conflicts have a significant impact on employees' knowledge sharing intentions via psychological empowerment. Thus, a “full mediation effect” was confirmed from the mediation analysis.

Keywords: *Interpersonal conflicts, Knowledge sharing intention, Manufacturing Company, Psychological empowerment, Relationship conflicts, Task conflicts*

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