

The Impact that Knowledge Management Capacities have on Knowledge Transmitting Intent.

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The current study aims to address a knowledge gap in the corporate world of the twenty-first century by exploring the impact of knowledge management capacities on knowledge transmitting intent. Despite the high value placed on knowledge in this era, there is a paradoxical increase in knowledge attrition. The creation of a highly experienced and competent workforce has been identified as the secret to a corporate organization's long-term and strategic competitive advantage. However, due to various labor market patterns and demographic shifts, businesses face challenges in retaining critical skills and cultivating an equally competent staff, leading to a lack of knowledge exchange. Conflicting theoretical interpretations and empirical findings persist regarding the relationship between information management infrastructure and knowledge sharing intention, particularly in the Sri Lankan scenario. Despite extensive documentation on elements influencing the intention to share knowledge in various contexts, the specific context of Sri Lanka lacks clarity. Therefore, using the planned behavior concept and the knowledge management capacities, this study seeks to determine the effect of knowledge management infrastructure capacity on information sharing intention. The research, adopting a quantitative approach with a cross-sectional design, collected data through a standardized questionnaire from 171 knowledge workers in one of Sri Lanka's leading firms within the banking and financial industry, selected using a simple random sampling technique.

Analysis of the data using regression and correlation in SPSS revealed that information infrastructure significantly influences the intention to share knowledge. Structural and technological variables were identified as the next most effective enablers after considering the cultural aspect. The study emphasizes that organizations can foster knowledge interaction among people by leveraging these infrastructures. The findings, with implications for generalizability, significantly contribute to the existing knowledge base in an Asian setting. The study suggests swift legislative action to enact advantageous policy alternatives, such as phased retirements, while managers should concentrate on developing a knowledge organization by emphasizing the aspects of knowledge sharing identified in the study. Further research with a larger sample size is recommended to cross-validate the study findings across various enterprises and cultures, providing additional insights and confirming the primary findings of the present study.

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