

The Impact of Individual Level Determinants of Knowledge Sharing On Employee Job Performance

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The ability of a company to lead and inspire its workforce decides whether it can succeed or fails. It is commonly acknowledged that an organization's capacity to maintain its competitiveness in the global marketplace is significantly impacted by knowledge management. Because of the knowledge is an organization's most valuable strategic resource and can give them a long-term competitive advantage, knowledge management also depends on knowledge sharing. When considering the relationship between knowledge sharing and employee job performance, it is a key area of focus for strategic management in the current landscape of organizational dynamics. Organizations can benefit greatly from individual-level knowledge sharing because it fosters creativity by bringing different viewpoints to problem-solving and improves staff development through ongoing education. Therefore, the objective of the current study was to identify the impact of individual level determinants which are interpersonal trust, intention to share knowledge and motivation to share knowledge on employee job performance. This study intends to contribute to fill the theoretical and empirical gap in the existing literature within Sri Lankan context. Hence this was a quantitative and cross sectional study which was based on an organization in Telecommunication industry employees. Data were collected through a structured questionnaire using a convenient sampling technique. The sample size was 200 employees worked at Telecommunication Company in Colombo District. The number of employees who responded was 195 among 200 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis. According to the result of present study there is a significant and positive relationship in between knowledge sharing and employee job performance. And considering each sub dimensions the greater impact is having an interpersonal trust to share knowledge for employee job performance as an individual determinant of knowledge sharing. And lower impact having intention to share knowledge as an individual determinant of knowledge sharing. Therefore, the current study suggested that to conduct the study by considering all organizations in the business world within Sri Lanka to get an effective output from future researches.

Keywords: *Employee Job Performance, Interpersonal Trust, Intention to Share Knowledge, Motivation to Share Knowledge, Knowledge Sharing, Telecommunication Industry*

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