

## People Management, Knowledge Sharing and Intermediary Variables

**Authors :** Nizar Mansour, Chiha Gaha, Emna Gara

**Abstract :** The present research investigates the relationship among HRM practices, knowledge sharing behavior and a certain number of intermediary variables in the context of Tunisian knowledge-intensive firms. Results suggest that five HR practices influence either directly or indirectly the knowledge sharing behavior through enhancing the value of human capital and fostering a learning-oriented organizational climate. Results have strong theoretical implications for both the fields of knowledge management and strategic human resource management. Managerial implications are also derived.

**Keywords :** human capital, knowledge intensive firms, knowledge sharing, organizational climate, Tunisia

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