

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

Conference Title : ICKMKE 2015 : International Conference on Knowledge Management and Knowledge Economy

Conference Location : London, United Kingdom

Conference Dates : November 27-28, 2015