

## **Analyzing the Critical Factors Influencing Employees' Tacit and Explicit Knowledge Sharing Intentions for Sustainable Competitive Advantage: A Systematic Review and a Conceptual Framework**

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**Abstract :** Due to the importance of knowledge in today's competitive world, an understanding of how to enhance employee knowledge sharing has become critical. This study discerning employees' knowledge sharing intentions according to the type of knowledge to be shared, whether tacit or explicit. This study provides a critical and systematic review of the current literature on knowledge sharing, with a particular focus on the most critical factors influencing employees' tacit and explicit knowledge sharing intentions. The extant literature was identified through four electronic databases, from 2006 to 2016. The findings of this review reveal that most of the previous studies only focus on individual and social factors as the antecedents of knowledge sharing intention. Therefore, those previous studies did not consider some other potential factors, like organizational and technological factors that may hinder the progress of knowledge sharing processes. Based on the findings of the critical review, a conceptual framework is proposed, which presents the antecedents of employees' tacit and explicit knowledge sharing intentions and its impact on innovation and sustainable competitive advantage.

**Keywords :** antecedents, explicit knowledge, individual factors, innovation, intentions, knowledge sharing, organizational factors, social factors, sustainable competitive advantage, tacit knowledge, technological factors

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