Promoting Knowledge Sharing Behavior through Knowledge Governance Mechanisms

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A wealth of theoretical and empirical studies has suggested that KSB is a crucial resource to achieve desired outcomes. However, knowledge sharing behavior (KSB) is challenged by some dysfunctional human behavior as knowledge sharing hostility (KSH), which calls for effective organizational KGMs. Despite, the link between knowledge governance mechanisms (KGMs) and knowledge sharing behavior has been widely examined in the literature, empirical investigation regarding the role of formal and informal KGMs offered by Foss et al (2010) have not been fully investigated. Current study proposes that formal and informal KGMs can be a strong tool to erode counterproductive impacts of intra-organizational KSH which in turn promotes knowledge sharing behavior.