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MOTIVATIONAL FACTORS THAT INFLUENCING
KNOWLEDGE SHARING BEHAVIOUR AMONG
ACADEMICIANS IN IPG BATU LINTANG, KUCHING

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Abstract

This day, knowledge sharing is a process of interchanges the knowledge among individuals and also the groups. Promoting a knowledge sharing behaviour is a challenge for most organizations, including the educational institutions. Developing a behaviour which values and practices knowledge sharing is an effort involving attention to organizational and academicians perspective and performance. Therefore, this study expected to examine the knowledge sharing behaviour among academicians in IPG Batu Lintang and to cover areas such as organizational incentives towards knowledge sharing behaviour, enjoyment in helping others towards knowledge sharing behaviour, subjective norm towards knowledge sharing behaviour, perceived behavioural control towards knowledge sharing behaviour and the most dominant gender towards knowledge sharing behaviour. A questionnaire was used for collecting data and 73 academicians from IPG Batu Lintang participated in this study. Generally, organizational incentive and enjoyment in helping others have a positive influence towards knowledge sharing behaviour. Other than that, subjective norm also can be one of the factors that can influence the academicians towards knowledge sharing behaviour. Apart from that, the academicians also have a positive perceived behavioural control towards the knowledge sharing behaviour. The study revealed the dominant gender towards knowledge sharing behaviour. This study proposes further examine knowledge sharing behaviour by applying Theory of Planned Behaviour (TPB). Besides, this study also among the first research studies to investigate knowledge sharing behaviour among academicians in IPG Batu Lintang.

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CHAPTER ONE

INTRODUCTION

1.0 Introduction

This chapter focused on knowledge-sharing behaviour as the background of the study. It focused on motivational factors that influence academicians to knowledge-sharing. The background of the study will be discussed in Section 1.1 while Section 1.2 explains the problem statement and Section 1.3 states the objectives of the study. On the other hand, the scope of the study will be highlighted in Section 1.4 meanwhile Section 1.5 explains the significant of the study and lastly the definition of terms and concepts will be stated in Section 1.6. And for Section 1.7 is about the chapter summary.

1.1 Background of the study

As for universities and also the higher education institutes, knowledge become a crucial sources as it can become a major drive for the successful of every universities as well on higher education institutes. In order to make the knowledge become a successful, the knowledge management (KM) is important to encourage the creation as well to sharing the knowledge in the organizations or institutions. According to Lee (2000) he mentioned that the main objective of knowledge management is to link people with other people as well to encourage the collaboration among the individuals. Moreover, the benefit that can be found in knowledge management is individuals can communicate face-to-face during information exchange or knowledge sharing process (Alavi & Leidner, 2001).

The important element in knowledge management is known as knowledge sharing according to Nonaka and Takeuchi (1995). Knowledge sharing in knowledge management becomes a main element for every success of knowledge management program and application of knowledge sharing in knowledge management is crucial

CHAPTER TWO

LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK

2.0 Introduction

This chapter will focused on literature review on the motivational factors in influencing knowledge sharing behaviour among the academicians. The presentation of this chapter begins with knowledge management (KM), knowledge sharing (KS), knowledge sharing behaviour followed by the Theory of Planned Behaviour (TPB) and also the motivational factors that influencing knowledge sharing behaviour among academicians which include organizational incentives, enjoyment in helping others, subjective norms and perceived behavioural control. After explaining the review of relevant literature, the conceptual framework will be discussing more on the conceptual definitions which is used in this study. And finally, suggestion of hypotheses is to see the relation between the research questions and research objectives in this study.

2.1 Knowledge Management (KM)

There are multiple definitions of knowledge management that can be finding from the previous researcher. According to Davenport and Prusak (1998), they explained that the knowledge management are consisting the process of capturing the knowledge, storing the knowledge, sharing the knowledge and using the knowledge. Furthermore, based on O'Dell et al., (1998) he interpret that the knowledge management as one of the strategy in obtain a proper knowledge to be share the knowledge to the precise people in the exact time. He also explained that knowledge management is also to help