Research Seminar
Strategic Human Resource Management and Individual Knowledge Sharing

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Abstract: Knowledge is a strategic asset because of the competitive advantage it can give organizations. Thus, organizations need to know how to promote its sharing internally. Human resource (HR) systems could be used as strategic levers to influence sharing motivation and behavior. In response to calls for more research on micro-foundations in the knowledge transfer literature, this paper investigated relations between perceptions of HR systems with basic psychological need satisfaction, knowledge sharing motivation, and self-reported knowledge sharing behavior. Using a panel of 439 employees in Australia, results showed that perceptions that high performing HR systems were related to psychological need satisfaction, and that need satisfaction was related to autonomous and controlled motivation in somewhat predictable ways. While autonomous motivation was strongly and positively related to knowledge sharing behaviour, the effect did not held for controlled motivation. Indirect effects between human resource systems and knowledge sharing behavior were significant. Though this study was cross-sectional and self-reported, it provides some understanding of the basis for the role of HR system, knowledge sharing motivation and behaviors, and also demonstrates the superiority of autonomous sharing motivation over controlled motivation.

Date: Friday 31 October 2014
Time: 12:00-1:00pm followed by Sandwich Reception
Venue: BUSN 142 Sir Rod Eddington Case Study Room
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