Organizational Capacity, Organizational Motivation, External Environment and Knowledge Transfer and Sharing: A Conceptual Framework

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Abstract

In times when the Multimedia Super Corridor (MSC) in Malaysia is designed as a catalyst for growth in achieving fully developed status by the year 2020. The MSC has a task of transforming Malaysia into knowledge based society. To this end, this paper presents a basic investigation on knowledge transfer and sharing in MSC status organizations by suggesting an integrated model which includes: organizational capacity, organizational motivation and external environment to facilitate knowledge transfer and sharing. The objective of this paper is to understand and assess the current practices of knowledge transfer and sharing in MSC status organizations by using SECI approach. This paper also highlights findings from its pilot study. Preliminary discussion and recommendations are posted toward the end of this paper.

Keywords: Organizational capacity, Motivation, External environment, Knowledge transfer and sharing, SECI, Malaysia.

Contribution of study

This paper intends to provide a clear understanding of the influencing factors in predicting effectiveness of knowledge transfer and sharing. Indirectly, it will allow MSC status organizations to understand and adopt the process of knowledge transfer and sharing which is needed to enhance their mission to accomplish phase three 2010-2020 to transform Malaysia into a knowledge based society.