

The Development and Validation of the Conflicting Intentions to Knowledge Sharing Construct- Using Confirmatory Factor Analysis

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Abstract:

The significance of Knowledge Sharing in organisations is well established and previous studies have identified various antecedents to knowledge sharing behaviour and its positive and negative impact on it. Fewer studies have focused on the individual's attitude towards knowledge sharing, where in, an individual's attitude in terms of willingness and eagerness to share knowledge highly determined the knowledge sharing behavior. This paper explores deeply into the attitudinal dimensions of knowledge sharing and particularly in identifying the fluctuating mindset of individuals towards knowledge sharing through finding answer to the question "Does an individual undergo conflicting intentions to knowledge sharing?." The individuals who are willingly sharing knowledge at one point of time may feel uncomfortable at a later point of time to share knowledge in the same organisational and team level settings. This fluctuating mindset of individuals may affect their consistency in knowledge sharing behavior. In this study, a new construct namely "Conflicting Intentions to Knowledge Sharing" is designed and validated using confirmatory factor analysis, for capturing the fluctuating mindset experienced by individuals in organisations.