

An Empirical Study of the effect of Climate, Structural, Technological, and Human Capabilities on Employees' Intention to Share Knowledge: The Case of AASTMT

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Abstract--*Globalization has turned societies into knowledge oriented; which raised the issue of knowledge management as one of the main concerns of innovative organizations in order to compete and achieve stability. Rapid technological changes and information overload have forced organizations to recognize the challenges affecting their future survival and strategic positioning.*

Accordingly, the research at hand inquires into what are the main factors that affect employees' intention to share knowledge in high education institutions and aims to propose a model that helps universities increase their employees' intention to share knowledge within the organization.

The Arab Academy for Science and Technology and Maritime Transport (AASTMT) has been chosen as one of the biggest learning institutions in Egypt. Accordingly, a questionnaire was distributed 140 employees at the Arab Academy for Science and Technology (AAST) in Egypt, which are the full list of employees at the College of Management and Technology. Data collected was statistically analyzed using SPSS and the findings revealed interesting conclusions and could be used as a road map for employers on how to promote knowledge sharing inside organizations.

Keywords- climate, human capabilities, Information technology, knowledge sharing, organizational structure.