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of  
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STATEMENT OF ORIGINALITY

This dissertation contains no material which has been accepted for the award of any other degree or diploma in any university or other tertiary institution and, to the best of my knowledge and belief, contains no material previously published or written by another person, except where due reference has been made in the text. I give consent to this copy of my dissertation, when deposited in the University Library, being made available for loan and photocopying subject to the provisions of the Copyright Act 1968.

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5 April 2012
ACKNOWLEDGEMENT OF AUTHORSHIP

I hereby certify that the work embodied in this dissertation is the result of original research and has not been submitted for a higher degree to any other university or institution.

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5 April 2012
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THE RELATIONSHIP BETWEEN KNOWLEDGE MANAGEMENT FACTORS AND THE ADOPTION OF KNOWLEDGE SHARING: A STUDY OF SINGAPORE ORGANISATIONS

ABSTRACT

This dissertation aims to explore and give an adequate view of knowledge sharing adoption in Singapore organisations by answering the following research questions:

RQ1: What is the relationship between knowledge sharing techniques/tools and knowledge sharing adoption within the organisation in Singapore?

RQ2: What impacts do these key knowledge management dimensions (people, leadership, information systems, processes, organisational structure and reward system) have on knowledge sharing adoption in Singapore organisations?

RQ3: Among these key knowledge management dimensions (people, leadership, information systems, processes, organisational structure and reward system), which are the better predictors of good knowledge sharing practices in Singapore organisations?

From October to December 2009, 900 sets of survey information sheet and questionnaire were given to Singapore educational agents namely University of Newcastle (Singapore Campus), TMC Educational Group and Singapore Human Resources Institute for distribution to potential respondents. A total of 234 questionnaires were returned.
For the first research question, research findings reveals that these frequently used knowledge sharing techniques and tools: discussions, trainings, collaboration/teamwork and brainstorming session are associated with the level of knowledge sharing. Less frequently used knowledge sharing techniques and tools: workshops, conferences, seminars and focus groups are also associated with the level of knowledge sharing.

For the second research question, data analysis confirms that knowledge management dimensions such as leadership, information systems, processes, organisational structure, reward system and people characteristic (such as: trust and communication among staff) are positively associated with the adoption of knowledge sharing in Singapore organisations.

For the third research question, data analysis results show that knowledge management dimensions such as leadership, people and knowledge sharing processes are better predictors of adoption of knowledge sharing in Singapore organisations than other knowledge management dimensions such as information system, organisational structure and reward system.