学位論文の要旨（論文の内容の要旨）
Summary of the Dissertation (Summary of Dissertation Contents)

論 文 題 目
Dissertation title　　Knowledge Sharing in Indian Organizations

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Introduction

Knowledge sharing (KS) is a process meant to exchange ideas, experience, values etc. with others. It is a critical human behavior that organizations need to analyze carefully. To cultivate knowledge sharing behavior (KSB) among individuals, the practitioners need to analyze the process toward KSB carefully. Some general theories on human behavior such as Theory of Planned Behavior (TBP), Theory of Reasoned Action (TRA), Social Capital Theory (SCaT) and Social Cognitive Theory (SCoT) etc. can be applied to analyze the process of KSB. They are vastly used to understand human behavior and are also considered as a critical base to understand individual's behavior

Problems and goal of the research

A growing number of organizations in India have introduced KMS long back in order to use the resource knowledge more effectively and efficiently and have made their mark, domestically and globally, in science, engineering, information technology (IT), and research and development (R&D). But they represent only a small fraction of the total population. Though India has aimed to be the knowledge power by 2020, some unavoidable facts such as Indian economy facing problems like inequalities in income and low levels of employment, regional imbalances in economic development and lack of trained manpower, also exist which became great barriers in proper adoption of an advance level of KMS in all the sectors.

To meet the emerging need of proper KMS, Indian organizations are now focusing on KSB of individual employee which is one of the most important parts of KMS. In the absence of advance level of KM tools, organizational leader in India needs to raise the quality of organizational culture which can bring a change in the people behavior for KS for the successful KMS. Since KS is considered as a significant component of KM success.

The significance for the process around KSI and KSB, and the current situation of KMS in India are practical rationales for implementing this study. This dissertation has followed the approach of integrating different theories in one study, applying theoretical foundations of KM field.

The research questions of this dissertation with regards to KS are as follows: what factors determine KSI and KSB in private and public sector organizations in India? And whether IT does or does not impact on KS process?

Method

Arguments on basis of the literature review as well as the practical situation of KS in India have led to the overall research framework that explains organizational KS process.

In order to test hypotheses of the research framework, and thus answering research questions above, this

dissertation has used data mainly from the questionnaire survey by the author.

After analyzing the framework on empirical data through meta-analysis and path analysis in chapters 3, 4, 5, and 6, we obtained the main findings by answering the research questions of overall dissertation.

Result

Chapter 3 summarizes the quantitative findings of prior empirical studies. We use meta-analytic techniques to examine the antecedents of organizational KSB, with a focus on comparing public vs. private organizations and IT vs. non-IT facilitation. The meta-analysis tests the efficacy of the theory of planned behavior (TPB) in a KS context and identifies the effectiveness of the respective organizational antecedents in fostering KS. Public organizations are an important area where KS has received relatively little attention. After identifying the effect sizes of the relationships examined in all the studies, we consider the effects of public vs. private sectors as moderators on the antecedents of KSI and KSB. The results demonstrate the presence of moderating variables as well. This study demonstrates that private organizations provide better environments for employees to positively change their KSI, as compared to public organizations. IT facilitation as second moderator also found to be significant in enhancing KSB in the organization through SN and KSSE.

Chapter 4 has focused on enhancing organizational KS among employees in public sector organizations. In order to explore KSI and KSB within a government organization, this empirical study integrated the social cognitive theory (SCoT) and TPB to construct a model that also takes into consideration the social dilemma theory. It examined organizational KS practices (OKSP), knowledge sharing-oriented training (KST), knowledge sharing self-efficacy (KSSE), and greed, which provide an integrative view of KSI and KSB. The results confirm that OKSP, KST, and KSSE can facilitate KSI and KSB, while greed can hinder KSI and KSB.

To compare the result between public and private sector organizations, Chapter 5 examines the model in chapter 4 in using data from private organizations in India. The results confirm that OKSP, and KSSE can facilitate KSI and KSB, while KST can influence one's intention to share knowledge through KSSE. Greed can hinder KSI and KSB. Further it has proved that there is no much differences between the employees intention and behavior in private sector compare to public sector through the model above mentioned.

The aim of chapter 6 is to further develop an understanding of social capital in organizational KS. We first developed a measurement tool and then a theoretical framework in which three dimension of social capital theory (SCaT) (structural, relational and cognitive) were combined with the TPB; their relationships were then examined path analysis. The results confirm that a social network, shared goals, teamwork and top management support significantly contributed to a person's KSI and KSB.

Conclusion

This study provides several useful contributions. KS as a critical human behavior and a social process has been taking place within particular relationships of individuals and within particular organizational settings. It provides support to theories that stress the importance of the context dependent nature of knowledge sharing such as TPB, SCoT, Scat, and Social Dilemma. The findings regarding the moderating effect of public vs. private sectors organizations and IT vs. Non-IT on the relationships of TPB components has given new insights to elaborate the TPB model. The SCoT and SCaT models have been first time integrated to KSI -KSB relationship.