

# Sharing Knowledge as the Bridge to Achieve Flourishing Inner Wellbeing: Literature Review

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## Abstract

The study on the influence of sharing-knowledge behaviour is often linked with the ability of innovation, sustainability, and performance. This paper, using literature review approach tries to reveal the relation between sharing-knowledge behaviour and flourishing inner well-being. The findings of this paper are based on the analysis and interpretation of previous research studies using literature review approach. The result of literature review indicates that research on sharing knowledge behaviour is still limited on the intention to share and some antecedents which affect them. There are few empirical researches that link sharing behaviour and outer variable so it can emerge an integrative sharing knowledge model. This paper is based on literature studies already existed today that can be reached by the writers. So there is possibility that there are some literatures out of the writers reach which are not covered in the analysis. The previous research has not raised the need hierarchy theory where the highest need is self-actualization as the impact of sharing knowledge behaviour. It has motivated this study to explore flourishing inner well-being variables so that it needs to be studied empirically as variables that are influenced by the behaviour of sharing knowledge.

**Keywords:** sharing knowledge, self-actualization, flourishing inner wellbeing.

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## 1. Introduction

Knowledge is stored in the human head and cannot absolutely be formulated in a collection of documents. However, such knowledge can enhance individual creativity [1] for knowledge stimulating individual to be able to think critically and creatively [2] which in turn can improve innovation capabilities of individuals [2,3] and enable individuals to produce new knowledge for organization. That's why it is not wrong if the knowledge is needed to gain a competitive advantage [4,5,6,7] and as company major resource that is hard to duplicate [8].

Nonetheless, competitive advantage can only be achieved if knowledge can be managed and maintained by company. Knowledge-management is system that enables organizations to manage and to maintain the knowledge possessed by individuals. Management and maintenance as well as the creation of knowledge require action and interaction of individuals within the organization. Here, sharing knowledge behaviour role of the individual in the success or failure of a knowledge-management strategy [9].

The role of sharing knowledge behaviour in knowledge-management has been widely expressed in many previous studies. Behaviour of sharing knowledge is an important

part of the knowledge-management [10,11,12], determine the success of knowledge-management [13,14,15,16] as well as being key to the success of knowledge-management.

The study on the behaviour of sharing knowledge is not a new study. The study on the behaviour of sharing knowledge has been studied by many previous researchers who have successfully mapped various variables that explain the behaviour of sharing knowledge. At the level of the individual, there are many variables that can explain the behaviour of sharing knowledge, such as the feeling of losing the power of knowledge [17], expectations of an increase in rewards, recognition, and status [17,18], self-efficacy [19,20,21], personality [21]. At the level of interpersonal, there are variables such as reciprocity [17,18,19,21,23,24], trust [19,21,24,25,26,27,28,29,30,]. At the level of organization variable such as organizational culture [17,31], reward systems [18,31,32], top management support and leadership style [17,25,26,27,33,34,35,36] are found. Based on the study results of previous studies, it can be concluded that the studies are still focus on variables that describe the behaviour of sharing knowledge. However, studies that link the effect of sharing knowledge behaviour toward the outcomes (outputs) or the consequences of the behaviour of sharing knowledge have not been widely studied. This has

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become a special attraction to be able to study in more depth through the study of literature review on the outcome of sharing knowledge behaviour of the subject or the person doing the sharing knowledge behaviour. The literature review study toward the outcomes of sharing knowledge behaviour conducted in this study is expected to provide reference for the development of sharing knowledge behaviour model that is more integrative.

## 2. Previous Research

Outputs of the behaviour of sharing knowledge is often associated with various benefits such as the reduction of production cost, the accomplishment of new projects which are faster, product development, the performance of the team, innovation ability of the company, and the company's performance as well as the sale growth and income some product and service [37,38,39,40]. Sharing knowledge behaviour can also increase the quality of organization work, decision-making skills, efficiency of problem solving, and competency [41]. It is also identified that the behaviour of sharing knowledge can improve the behaviour of individual [2], team [42,43] and the organization innovation [39,44,45,46].

Table 1: Outcomes Approach of Sharing Knowledge in Previous Research

Dependent Variables	Researchers
Sharing knowledge behaviour	Cheng, Ho and Lau [47], Kwakye and Nor [19], Masrek and Edang [48], Alhalhouli, Hassan and Abualkishik [17], Ayalew et al [49], Omar et al [50], Othman and Skeik [51], Shanshan [12], Chen et al [52], Kumari and Takahashi [53], Osman et al [54], Mallasi and Ainin [55]
Intention to share knowledge	Bock et al [56], Cho et al [57], Welschen, Todorova and Mills [58], Rahab and Wahyuni [59], Tan and Ramayah [60]
Innovation behaviour	Liu and Philips [61], Iqbal et al [62], Yesil and Hirlak [16]
Knowledge contribution	Wasko and Faraj [63]
Quality of sharing knowledge	Ismail and Yusof [64]

Source: Extracted from Various

Omar et al [50] used variable of sharing knowledge behaviour as dependent variable and personal attitudes variables (*self-efficacy* and confidence) and technological factors (availability of technology and perception of technology benefits) as independent variables. Othman and Skeik [51] also used variable of sharing knowledge behaviour as dependent variable with attitudes variable, subjective norms, self-efficacy, and control as independent variables. Research conducted by Shanshan [12] also used variable of sharing knowledge behaviour as dependent variables with independent variables include the support of top management, organizational culture, social relations; variable attitudes and intentions towards sharing knowledge as mediator variables and variables of trust, self-efficacy, motivation, and training as moderating variable. Mallasi and Ainin research [54] examine the effect of non-monetary factors (the joy of helping others, reputation, self-efficacy, confidence, humility, and religiosity) of sharing knowledge behaviour.

The previous studies that test variables, the behaviour of sharing knowledge as dependent variable also had been done by Cheng Ho and Lau [47], Kwakye and Nor [19], Masrek and edang [48], Alhalhouli, Hassan and Abualkishik [17], Ayalew, Bekele, and Straub [49], Chen et al [52] Kumari and Takahashi [53], Osman et al [54].

Welschen, Todorova and Mills research [58] only to the intention of sharing knowledge as dependent variables and the variables of autonomy, self-efficacy, the significance, impact and subjective norm as independent variables and variables attitude as mediator variables. Similarly, the research of Bock et al [56], Cho et al [57], Rahab and

Wahyuni [59], Tan and Ramayah [60] also used variables intention of sharing knowledge as dependent variables.

Research conducted by Yesil and Hirlak [16] is more advanced than other studies because it involves variables as dependent variables innovation behaviour. Liu and Philips Research [61] also used the team innovation as the dependent variables. Still on innovation, research conducted by Iqbal et al [62] also used the innovation capability of the university as dependent variable.

Studies conducted by Wasko and Faraj [63] give another color in the study of sharing knowledge by lifting knowledge contribution variables as dependent variables. Ismail and Yusof [64] raised the variable quality of sharing knowledge as the dependent variables.

Based on the data presented in Table 1 above, if it is compared to the studies that examine the variables explaining the behaviour of sharing knowledge, research on outcomes of sharing knowledge is still very limited. In addition, studies on the outcomes of sharing knowledge behaviour also have not separated the variables at the level of the individual, interactional and organizations.

## 3. Research Method

The findings resulted from this paper are based on the analysis and interpretation of previous research studies by using literature review approach. There are a number of 43 previous studies studied in this paper from 2005 to 2015.

Table 3.1: Previous Research Distribution

Year Observation	Amount	Source of Publication	Amount
2005	2	African Journal of Business Management (AJBM)	1
2007	1	American International Journal of Contemporary Research	1
2009	1	American Journal of Economics and Business Administration	2
2010	1	Asian Social Science	1
2011	7	Computers & Education	1
2012	5	Educational Technology and Society	1
2013	16	Electronic Journal of Knowledge Management	1
2014	6	Human Factors and Ergonomics in Manufacturing & Service Industries	1
2015	4	Human Resource Management	1
		Information Research	1
		Innovation and Knowledge Management: A Global Competitive Advantage	1
		International Business Research	1
		International Journal of Engineering Business Management	1
		International Journal of Information and Education Technology	1
		International Journal of Information Management	4
		International Journal of Knowledge Management	4
		International Journal of Management, Accounting and Economics	1
		Journal of Asian Scientific Research	1
		Journal of Basic and Applied Scientific Research	1
		Journal of Economic Psychology	1
		Journal of Education and Vocational Research	2
		Journal of Global Business and Technology	1
		Journal of Organizational Knowledge Management	2
		Journal of Strategic Information Systems	1
		Knowledge Management Research & Practice	1
		Middle East Journal of Scientific Research	1
		MIS Quarterly	1
		MSIE	1
		Procedia-Social and Behavioural Science	1
		Proceeding	2
		Service Science	1
		International Journal of Academic Research in Business and Social Sciences	1
		Journal of Communication and Education	1
Total	43		43

#### 4. Result and Discussion

The results of the literature review that have been conducted shows that the studies examined the effect of sharing knowledge behaviour towards outcomes (outputs) or the consequences of the behaviour of sharing knowledge assessed on an individual level have not been studied yet by many researchers. Sharing knowledge behaviour process allows social interaction and involvement with other people to the individual need fulfilment toward social interaction. Meanwhile, knowledge derived from sharing knowledge behaviour can be used to fulfil social need and individual cognitive as well as to improve individual life satisfaction and to support individual to develop.

Theory of *Moral Ethics* of Aristotle is used to explain that the purpose of life is happiness where happiness is synonymous with goodness. Aristotle distinguishes two human goodness functions, i.e. functions as being a good

person according to his profession and the function of acting as a human being. A good professor is not the same as good person, and vice versa. One effort to achieve such kindness, Aristotle expressed the need for the intellectual goodness (*intellectual virtues*) that includes the reason (*nus*), theoretical wisdom (*Sophia*), scientific knowledge (*episteme*), the practical wisdom (*phronesis*), and skill (*techne*). The concept of sharing knowledge behaviour allows social contact and involvement with other people to fulfil individual need toward social interaction. Meanwhile, the knowledge got from sharing knowledge process is required to fulfil social need and individual cognitive and to improve individual life satisfaction as well as to support individual to develop.

Besides based on Moral Ethics theory, this research also uses the theory of hierarchy of needs submitted by Abraham Harold Maslow (1908-1970) in which the highest level of needs is self-actualization. The combination of Moral Ethics Theory and Abraham Harold Maslow's Hierarchy of Needs Theory ushers this study to formulate a

variable at the level of individuals, namely flourishing inner well-being.

The concept of sharing knowledge behaviour outcomes raised in this paper is flourishing inner well-being. The concept marries Aristotle's Moral Ethics theory and the Abraham Harold Maslow's hierarchy of needs theory (1908-1970). Moral Ethics Theory of Aristotle that the goal of life is happiness and happiness is synonymous with goodness. Aristotle distinguishes two functions of human kindness, the function to be a good person according to his profession and the function of acting as a human being. A good lecturer is not the same as good person, and vice versa. One of the efforts to achieve such kindness, needs given level the person will try to "forget" himself, by merely want to give maximum benefit possible for another person, or in other words do good sincerely.

Knowledge is always linked with every human being because every living human being will always see the problems and these problems must be solved with knowledge or with what has been known. In accordance with the basic personality traits which always want to know, the man has always wrestled with the quest for knowledge. It is the duty also to practice the knowledge that has owned and studied so that the knowledge that has owned and studied can provide benefits.

Everyone knows that sharing a wonderful, wonderful for the recipient and the giver. What beauty is that? First, the beauty of the soul, a great soul who wants people around him could be like him by sharing knowledge. Second, someone who did sharing knowledge means that they are simultaneously adding new knowledge which sometimes has not been thought by them. If prior knowledge is remain stored so that knowledge may be able to increase but will not develop. Third, sharing knowledge has indirectly improved knowledge that has previously ruled that if they do not share with others the possibility of such knowledge will be forgotten. Fourth, when we can share our knowledge with others sincerely then there will be a feeling of satisfaction, pleasure and joy.

Besides these beauties, sharing knowledge as one of the forms of behaviour do well to others is the key to happiness. First, by doing well through sharing knowledge out rightly will give a certain feeling that makes the giver feel better / comfortable. Second, the behaviour of sharing knowledge is a form of kindness for their feelings of connectedness high social as human nature as social beings will stimulate certain brain regions called the mesolimbic system that lead to feelings of self-esteem that is simultaneously also may cause effects of increasing self-confidence. Third, directly proportional to the kindness given through sharing knowledge behaviour then it will improve friendship. Fourth, goodness manifested in sharing knowledge will give benefit inner peace for a person who gives such kindness. Fifth, kindness through sharing knowledge behaviour seen by other people will be able to stimulate positive feelings that encourage recipients on the kindness to pass the kindness to someone else. It is clear that individual attitudes toward sharing knowledge

effectively determine the happiness of individuals [65] and welfare of individuals [66].

## 5. Closing

Sharing is a wonderful activity and becomes a human virtue as a social being particularly sharing knowledge. Emerging paradigm is that when we share then what we share with others will be reduced is a misconception. Like a glass, which is kept filled with water then one day the cup would be full and the water will flow down the spaces around the glass. Similarly to the knowledge, the knowledge that we share with others will never run out. Precisely through sharing knowledge, the insights that we have to be renewable by other knowledge we have received from others, and the knowledge that we have had will renew the knowledge that has been owned by someone else. Sharing knowledge allows us to continue to grow in both scientific and spiritual welfare. Sharing knowledge enables private individuals to feel happy when knowing that the knowledge we share will be useful to other people and knowledge that we receive will renew the knowledge that our knowledge will expand. So the concept of flourishing inner well-being is a concept that can represent the output of the sharing knowledge behaviour at the individual level.

Based on the findings of this writing it is appropriate to do research in the future to test empirically the effect of sharing knowledge behaviour of flourishing inner well-being.

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