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## **The Influence of Knowledge Management Factors on Knowledge Management Practices Special Reference to the Licensed Commercial Banks in Trincomalee District**

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Knowledge management is the process of transforming information and intellectual assets into enduring value. It connects people with the knowledge that it need to take action, when it need. In the corporate sector, managing knowledge is considered key to achieving breakthrough competitive advantage. Thus, the management is used to develop a systematic set of processes for the creation, organization and dissemination of knowledge, using different technologies and supported by a knowledge-creating and a knowledge sharing culture. Today, organizations are reaping huge benefits by aligning Knowledge Management with business strategy and utilizing it as the mean to improve core business processes. A growing number of studies have been done regarding the factors affecting the knowledge management process from the employee's perspectives, while very few studies so far conducted to explore the impact of knowledge management factors on knowledge management practices. In order to fill this empirical knowledge gap, this particular study was initiated with three objectives in the context of licensed commercial banks in Trincomalee District. The main objective of this study is to examine the influence of knowledge management factors on knowledge management practices. Furthermore, conceptual model has been developed to link knowledge management factors and knowledge management practices. Transformational Leadership, Organizational Culture and Information Technology are considered as the measurement variables of knowledge management factors. Meanwhile knowledge management practices are measured by Knowledge Creation, Knowledge Sharing, and Knowledge capturing and acquisition. In this study, a survey research design was used and data were collected through questionnaire from 150 employees of licensed commercial banks in Trincomalee District. These data were analysed by using multiple regression analysis. The findings of this study indicate that knowledge management factors and knowledge management practices are higher levels in licensed commercial banks and this study confirms that the knowledge management factors significantly influence on knowledge management practices. Therefore, Favorable Transformational Leadership, Organizational Culture and Information Technology factors could lead to better knowledge management practices and contribute to organization's success and achieve win-win situation. Hence organizations should strength their knowledge management factors to improve knowledge management practices. Eventually, this study recommends that the management should take account of the new ideas, thought and suggestions proposed by employees when engaged in knowledge management practices in Commercial Banks.

**Keywords:** Knowledge Management Factors, Knowledge Management Practices