

# A SYSTEMATIC JOURNAL REVIEW ON INFLUENCE OF ORGANISATIONAL CULTURE UPON KNOWLEDGE MANAGEMENT PRACTICES IN BANKING SECTOR ORGANISATIONS OF SRI LANKA

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## Abstract

It is an inevitable fact that organization survival depends on proper management of intellectual capital and measuring knowledge, emphasizing that Knowledge Management (KM) has become an asset and wealth to the business organization. The organizational culture closely intersects with knowledge management, creating more opportunities for increasing organization performance. There are numerous numbers of studies published on the influence of organizational culture upon knowledge management where this research aim is in appraising, summarizing, comparing, contrasting the existing studies in a single place, and building a coherent theoretical framework that identifies the cultural factors influencing knowledge management in banking sector organizations. The methods were applied to detect and appraise published reviews systematically. The process of identifying and appraising all published reviews of 26, accompanied by an inductive approach. The systematic journal review outcome presented is based on the patterns identified through the different viewpoints provided by various researchers who have researched in different contexts. The organizational culture dimensions are commonly identified as 1) trust, 2) communication, 3) rewards, 4) collaboration, 5) organization structure, and 6) leadership. Researchers have provided contradictory outcomes for the influence of rewards systems on knowledge management. Some researchers tend to focus on organizational cultural models' effect on knowledge management. The study further confirmed that flat organization structure, instruct rewards, transformational leadership, and team collaboration culture support KM. It is the role of the leader to ensure the trust among employees that influences KM.

**Keywords:** Organizational culture, Knowledge management (KM)