Translating Knowledge into Innovation Dynamics

www.ifkad.org

**IFKAD 2024
12-14 JUNE 2024
MADRID, SPAIN**

CALL FOR ABSTRACTS – IFKAD 2024

Special Track n.: 25

Research Area: HRM, Learning and Education

Organizational Behavior and Knowledge Management

Organizers

Angelo Rosa, LUM University Giuseppe De Gennaro, Italy
Nicola Capolupo, University of Salerno, Italy
Francesca Di Virgilio, University of Molise, Italy
Maria Jose Sousa, ISCTE Instituto Universitário de Lisboa, Portugal

Description

Behaviors and knowledge are two interconnected aspects of an organization's daily life. Employees are the primary movers, holders, and users of knowledge in an organization, and their behavior has a significant impact on the organization's ability to create, share, and use knowledge effectively (Kaushal & Nyoni, 2022). For example, an organizational climate that promotes collaboration and information sharing can foster the creation of shared knowledge. In addition, an organization in which employees feel comfortable sharing their knowledge with others is more likely to have a wide knowledge base to draw from. On the other hand, knowledge may be used to improve employee performance (Capolupo et al., 2023a; 2023b), motivation, and satisfaction. A knowledge management system that provides employees with access to relevant information and resources helps them perform their jobs more effectively (Serenko, 2023).

Therefore, behavior and knowledge are two aspects that should be addressed together to improve organizations: those that invest in improving both aspects will be able to create, share, and use knowledge more effectively, which will inevitably generate competitive advantage. (Abdul-Jalal et al., 2013). Both knowledge management and organizational behavior scholars have addressed this issue over time.

According to Nonaka & Takeuchi (1995), for instance, an organization with a culture that encourages collaboration and trust is more likely to have employees who are willing to share their knowledge with others. To Davenport & Prusak (1998), a knowledge management system that allows employees to share their knowledge easily and quickly can help to create a sense of community and collaboration.

Furthermore, according to Alavi & Leidner (2001), knowledge management programs that provide leaders with access to up-to-date knowledge and skills can help them make more effective decisions.

UNIVERSIDAD POLITÉCNICA DE MADRID
POLITÉCNICA

ARTS FOR BUSINESS INSTITUTE

UNIVERSITÀ LUM GIUSEPPE DEGENNARO

Nevertheless, organizations often face barriers to the effective integration of knowledge management and employees' behavior. These obstacles may impact an organization's ability to acquire, share, and use knowledge effectively among its members. Among them are an organizational culture that prioritizes competition over knowledge sharing, a lack of meritocracy and merit-based rewards, no incentives for knowledge sharing, a deficiency in the skills needed to use knowledge management tools and processes effectively, and an organizational structure that hinders the exchange of information and knowledge (Argote & Ingram, 2000; Cross & Prusak, 2002; Easterby-Smith et al., 2003).

Moving from these observations, this track invites scholars to participate in the debate on knowledge management and organizational behavior with their valuable contributions, enriching the discussion on the behavioral factors that contribute to improving or discouraging knowledge management and sharing.

Keywords

Organizational Behavior; Knowledge Management; Organizational culture; Organizational Change

Special Track details published on IFKAD website ››

Guidelines

Researchers wishing to contribute are invited to submit an **EXTENDED ABSTRACT** (in editable MS-Word format) of **min 500 and max 1000 words** by **15 JANUARY 2024**, using the submission procedure available on the website. The abstract should address theoretical background, research objective, methodology, and results in terms of expected contribution to Knowledge Management theory and practice. Authors are required to follow the guidelines for both extended abstracts as well as full papers available on IFKAD site: www.ifkad.org

Important dates

15 January 2024	*Extended Abstract submission deadline*
10 February 2024	*Acceptance notification to authors*
30 March 2024	*Early-Bird registration cut off*
10 April 2024	*Full paper submission deadline*
20 May 2024	*Registration deadline*
12-14 June 2024	*Conference sessions*

For further information

For any information related to the event, please see the event website at www.ifkad.org or contact the conference manager at info@ifkad.org