



*Thesis
Title:*

EFFECT OF ORGANIZATIONAL ELEMENTS ON KNOWLEDGE
TRANSFER : CASE STUDY OF A PUBLIC ORGANIZATION

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Abstract

Limited studies has been conducted on knowledge transfer in the public sector around the world, and even less in the GCC region. This research is a mix of quantitative and qualitative approach in which will investigate the relationship between organizational elements and the performance of knowledge transfer. The organizational elements will include: culture, structure, technology, and political directives (people/human resources are excluded as its considered uncontrollable variable in the public organizations).

To achieve an in-depth empirical study, a public organization in Kingdom of Bahrain was chosen for the case study. The findings are based on replies to a questionnaire survey done in October 2018 with the employees of the selected organization, and semi structured interviews with the management staff of the same organization in November 2018. These findings were tested against knowledge transfer performance through a survey responded using the Spearman rank test for quantitative phase at first, then interviews were conducted afterwards as a second qualitative phase in which quantitative and qualitative results are compared and correlated with each other.

The outcome of this research shows that there are strong and weak relationships between some of the elements mentioned above by comparing quantitative with qualitative set of data, while I found out there are some elements that are very important but not have been included initially in my research. Consequently, it is essential for public sector organizations to deliberate some of the elements that demonstrate a connection between the tested parts in applying a knowledge transfer strategy in an organization. Though, some parts that did not expressed any relationship should not be overlooked completely, as they are still very vital for some public organizations.

The research starts with a review of relevant literature. Then grounded on applicable theories, the interactions between organizational elements and performance of knowledge transfer are deliberated, hypotheses are suggested and the preliminary research model is established. Afterwards, the methodology applied for guiding the survey and semi structured interviews are defined; the results of data analysis and hypotheses testing are provided. A discussion of the overall results, implications of the study follows. The research ends with conclusions & recommendation.