# EFFECTS OF INTRINSIC AND EXTRINSIC MOTIVATION ON EMPLOYEE KNOWLEDGE SHARING INTENTIONS:AN EMPIRICAL FINDING ON BANKING SECTOR OPERATING IN KARACHI

# By

### SARAH RAZI 25244

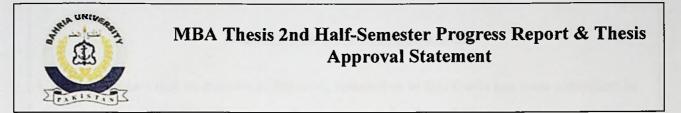
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# **SPRING, 2018**

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Supervisor – Student Meeting Record

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S#	Date	Place of	Topic Discussed	Signature of
1.1.200		Meeting		Student
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APPROVAL FOR EXAMINATION				
Candidate's Name:	Sarah Razi	Regist	ration No.:	25244
Thesis Title: Effects of intrinsic and extrinsic motivation on employee knowledge sharing				e sharing
intentions an empirical finding on banking sector operating in Karachi				
I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at $17\%$ that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.				
Supervisor's Signature:	Khuntin	Date:	9 JULY	2018
Supervisor's Name:	KHURAAM ADEL SH	AnkH		
HoD's Signature:		Date:		

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#### Abstract

**Purpose** The cause of the research was observed the motivational elements that influence employee attitude and knowledge sharing intentions. Theory of reasoned action has used to dictate roles of extrinsic motivation includes anticipated organizational rewards, reciprocal benefits while ingrained motivation includes enjoyment of people in sharing their knowledge with others and knowledge efficacy. The study aims to find out consequences of intrinsic and extrinsic motivation on knowledge sharing behavior of employees with mediating effect that employee's attitudes around knowledge sharing will head to improve individual sharing etiquette among employees of banking sector in Karachi.

Methodology & Design The research was an explanatory in nature. The primary quantitative statistics were used well-constructed items and close ended questionnaire were adapted. Convenience sampling approach was used to receive information from 386 respondents of various banks. For statistical analysis Pearson's correlation and multi linear regression were tested.

**Findings** The study has revealed that expected organizational rewards, enjoyment in helping others and reciprocal benefits had significant impact employee sharing knowledge intentions. However knowledge self-efficacy was found insignificant.

**Practical Implications** The reactions of this research will help organizations to grasp importance of sharing knowledge. In addition, it provides knowledge about motivational determinants which have positively contributed towards experiential employee knowledge sharing intentions. To keep employees share their knowledge and expertise can lead organizations towards success and satisfied organizations can use these determinants and implicates in their organizations.

Keywords Expected organizational rewards (EOR), Reciprocal benefits (RB), knowledge self -efficacy (KSE), Knowledge sharing intentions (KSI), the theory of reasoned action (TRA)

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