

IMPACT OF AUTONOMY, TASK IDENTITY, FEEDBACK AND INTROJECTED MOTIVATION ON KNOWLEDGE SHARING BEHAVIOR IN PETROLEUM INDUSTRY

By

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MBA Thesis 2nd Half-Semester Progress Report & Thesis Approval Statement

Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
1.	12/9/2018	Faculty Room	Introduction & Problem Statement	<i>Najeeha Paracha</i>
2.	10/10/2018	Faculty Room	Literature Review & Methodology	<i>Najeeha Paracha</i>
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ABSTRACT

Purpose

Job design is one of the most popular research practices in Human Resource management (HRM) and knowledge sharing has become an important and much sought after this kind of management research practices. The Purpose of this study is to determine the effect or impact of autonomy, job identity, feedback and motivation on the sharing and openness of employee knowledge with the employer in the petroleum industry of Karachi, Pakistan.

Methodology & Design

The research is explanatory that has cause and effect relationship between variables on the basis of quantitative nature. In order to develop the hypothesis, previous research or relevant literature has been extensively studied. The questionnaire was created and used to identify the level of affiliation between the independent and dependent variables. The sample size is 213 people. For the analysis of the data collected, the reliability test and regression evaluation were functionalized.

Findings

The finding of this research is that autonomy has insignificant impact on knowledge sharing behavior whereas other independent variables i.e task identity, feedback and introjected motivation have significant positive impact on knowledge sharing behavior. The overall model demonstrate the significant value of 0.000 that all independent variables were measured useful.

Limitations

This research study was limited because of the time limitation only three characteristics of the job characteristics model are taken into account in this study, rest of the remaining two character named skill verity and task significance could have reinforced this research. The participants in this research are people working in different organization with officers and senior ranks in petroleum industry.

Recommendations

The research suggests several preferable variables like the remaining characters of job characteristics model and find the impact of these variables in more clarified way. For future it is recommended to researcher to consider a more extensive scope of HRM practices and present more individual level variables.

Keywords: Autonomy, Task Identity, Feedback, Introjected Motivation and Knowledge sharing.