

# **THE ROLE OF LEADERSHIP ON KNOWLEDGE MANAGEMENT IN THE HIGHER EDUCATION SECTOR OF KARACHI: MEDIATING EFFECT OF EMPLOYEE WORK ATTITUDE**

**By**

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A thesis presented to the Department of Management Sciences,  
Bahria University Karachi Campus, in partial fulfillment of the  
requirements  
for the MBA degree



**FALL, 2018**

**Bahria University Karachi Campus**



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

### Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
01	Oct 2018	Cubicle	First three chapters checking	<i>Arisha</i>
02	Nov 2018	Cubicle	Data analysis learning and plagiarism test	<i>Arisha</i>
03	Dec 2018	Cubicle	Data interpretation, SPSS, PLS discussion	<i>Arisha</i>

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## Abstract

**Purpose:** This study aims to understand the impact of knowledge oriented leadership on knowledge management behavior directly and indirectly with the mediation effect of employee work attitude. This promotes the knowledge sharing among the employees of higher education.

**Methodology & Design:** Quantitative descriptive research design has been used in this study. An online survey designed to fulfil the purpose of the study. Due to large target population, convenience sampling technique has been used that's a type of non-probabilistic sampling. 391 respondents participated in this survey.

**Findings:** The study reveals that employee's attitudes effects the knowledge management behavior. The level of employee engagement, level of commitment and self-productiveness increases the knowledge management process that is creating, storing, and transferring.

**Limitations:** This study can be done through focus group of head of department of different universities faculties. This study is limited to higher education only, secondary and primary education sector is not included. The other limitation was small sample size, because of time frame is short for this study. This can be longitudinal for the purpose of improvement.

**Recommendations:** The upper management should be consulted in order to get the most appropriate result. There would have been more than the three leadership behaviors namely facilitating, mentoring and innovative role modelling were addressed in the study, it would be having been more appropriate.

**Keywords:** Knowledge Management, Knowledge Management Behavior, Knowledge Oriented Leadership, Employee Work Attitudes.

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