

Knowledge Management Enabler Factors and their influence on Organizational Performance (With Special Reference to the Companies Registered under Colombo Stock Exchange)

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As the pace of global competition quickness, executives have realized that their edge lies in more efficiently transferring knowledge across their organizations. However, only few organizations have understood the importance and benefits of knowledge management (KM) practices. The objectives of this study is to identify the existing KM enabling factors and explore the effect of KM enabler factors on organizational performance where very little research has been conducted up to date. A quantitative method was used and data were collected through both primary and secondary sources to measure KM enabling factors and performance respectively. The questionnaires were distributed to all listed 298 companies through online survey and personnel contacts in order to measure KM enabling factors and 90 responses were received. Hence, average profit was obtained from CSE statistics to measure the organizational performance. Data were analysed using Factor Analysis, Descriptive Analysis, Correlation Analysis and Multiple Regression Analysis. The findings shown eight major KM enabling factors based on the factor analysis and out of them three factors namely leadership, culture and technology & measurement have positive influence on organizational performance. Therefore, it is necessary for management to pay more attention on above factors while implementing KM strategies in an organization. This study contributes to bridge the existing literature gap to a certain extent. Future research on new elements that would influence on implementation of knowledge management is proposed.

Keywords: Knowledge management, Knowledge management Enabler factors, Intellectual capital, Global competition.