

EMPLOYEES' PERCEPTION OF THE IMPACT OF ORGANISATIONAL CULTURE ON KNOWLEDGE SHARING IN SELECTED PUBLIC SECTOR BANK BRANCHES IN WESTERN PROVINCE OF SRI LANKA

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Knowledge is a significant resource. It is gained through experience or association. It is important to share knowledge among employees and departments to manage knowledge effectively. In the organisational context, there should be a supportive culture for knowledge sharing. Since, knowledge sharing would not happen unless it is supported by the culture of the organisation itself. The purpose of this research is to investigate the employees' perception of various elements of organisational culture on knowledge sharing in selected public sector banks branches in Western province of Sri Lanka. The elements include trust, collaboration, communication among staff, information system, reward systems, organisational structure, management practices, shared vision and employee union. A questionnaire was used for data collection. Gathered data was analysed using descriptive statistics. The results indicate that the employees perceive collaboration as the most influential factor for them to share their knowledge. Trust is the second most influential factor. Structure of the organisation is also perceived as thirdly important. Management practices, communication among staff, and information system have been perceived as moderately important. The impact of shared vision and reward system has been perceived as less influential. They perceived the impact of employee union as least important. If the management of selected branches expect to establish a knowledge sharing culture in the organisation, it is necessary to pay attention of the employees' perception towards the cultural elements.

Keywords: Banking sector, Employee perception, Knowledge sharing, Organisational culture