

The role of Sense of Coherence in knowledge sharing in organizations

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Knowledge sharing

- Key competence for employée and organizational performance
- Key part of workplace information literacy
- Individual differences influence, eg conscientiousness & agreeableness

Sense of coherence (SOC)

- Antonovsky: comprehensibility, manageability & meaningfulness
- Stefan Ek: Information mastering – an everyday information literacy
- Ek, S. Widén-Wulff, G., (2008) Information Mastering, Perceived Health and Societal Status: An Empirical Study of the Finnish Population. *Libri*. 58(2), pp. 74-81.

Sense of coherence at work

- SOC resilience to stress, also at work
- SOC related to social interaction at work
- Stress and time pressure known barriers to knowledge sharing

Research question

- How does SOC influence knowledge sharing between employees?

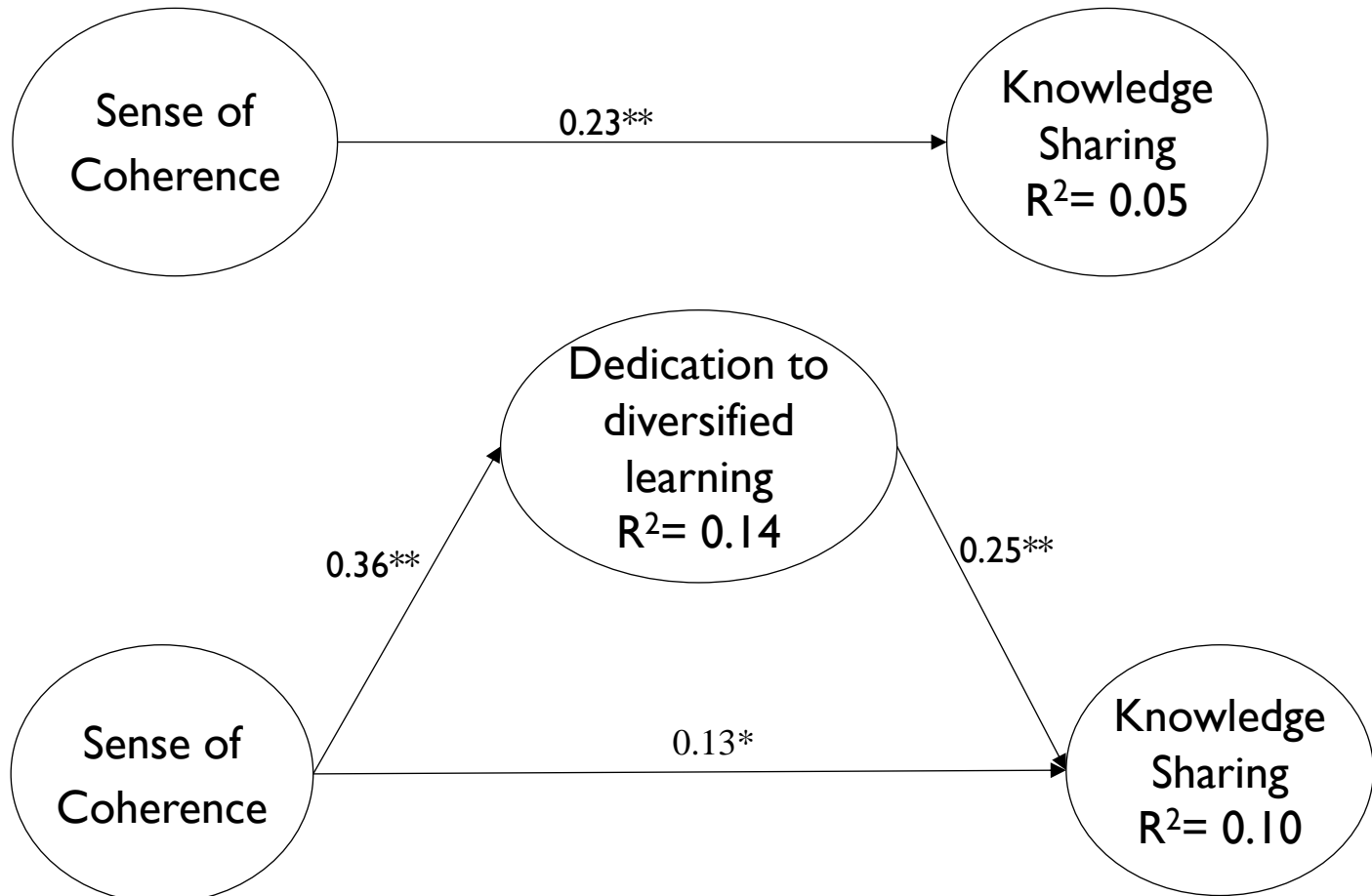
Methodology

- A survey in a Finnish multinational organization (403 responses)
- Constructs
 - Knowledge sharing (Yang & Chen, 2007)
 - Sense of coherence (Antonovsky, 1993)
 - Dedication to diversified learning (Huvila, 2013)
- Structural equation modeling (SEM)

Measurement model

- Reliability
 - Indicator loadings > 0.60
 - Cronbach alpha > 0.70
 - Composite reliability > 0.70
- Validity
 - Convergent validity (AVE > 0.50)
 - Discriminant validity (Fornell and Larcker criterion)

Structural model



Notes: * $p < 0.05$, ** $p < 0.01$

Discussion and conclusion

- SOC as a salutogenic characteristic
- Dedication to diversified learning mediates
- Emotional aspects
- Information mastering confirmed
- Limitation: self-reported knowledge sharing

- Academy of Finland research project
Impact of Information Literacy in the Digital Workplace (2016-20)
 - Aim to explore workplace information literacy from different perspectives and to identify possible measures to study the impact of literacies

Thank you