



Print ISSN: 1738-3110 / Online ISSN 2093-7717
 JDS website: <http://www.jds.or.kr/>
<http://dx.doi.org/10.15722/jds.20.02.202202.79>

Knowledge Sharing and Innovative Work Behavior: Testing the Role of Entrepreneurial Passion in Distribution Channel

Udin UDIN¹

Received: October 03, 2021. Revised: January 22, 2022. Accepted: February 05, 2022.

Abstract

Purpose: This study aims to scrutinize the effect of knowledge sharing on entrepreneurial passion and innovative work behavior. This study also tests the mediating role of entrepreneurial passion on the association between knowledge sharing and innovative work behavior in distribution channel. **Research design, data and methodology:** A quantitative methodology is adopted to inspect the association between knowledge sharing, entrepreneurial passion, and innovative work behavior. Data are obtained from 193 employees from four stone milling companies in Central Java - Indonesia. The Smart PLS 3.0 software is used to verify and test the offered hypotheses. **Results:** The significant empirical findings reveal that knowledge sharing positively affects entrepreneurial passion and innovative work behavior. Also, entrepreneurial passion positively affects innovative work behavior. In addition, this study brings to the light that entrepreneurial passion mediates the association between knowledge sharing and innovative work behavior. These results suggest that organizations should freely facilitate knowledge-sharing behavior to increase entrepreneurial passion within the organization, thereby promoting innovative work behavior. **Conclusions:** This study presents a significant contribution to the development of knowledge in business because the studies on the association between knowledge sharing and innovative work behavior have not taken into account the mediating role of entrepreneurial passion.

Keywords : Knowledge Sharing, Entrepreneurial Passion, Innovative Work Behavior, Distribution Channel

JEL Classification Code : D83, L20, L26, O30

1. Introduction¹

In the era of globalization, digitalization, and rapid changes, having innovative employees is essential for organizations to succeed in distribution environment. Thus, among employees, innovative work behavior in the workplace has attracted the interest of researchers as well as organizational practitioners in the field of management and distribution science. De Jong and Den Hartog (2010) note that innovative work behavior at the individual level has brought significant changes to the organization, especially in terms of achieving sustainable competitive advantage (Arsawan, Koval, Rajiani, Rustiarni, Supartha, &

Suryantini, 2020; Azeem, Ahmed, Haider, & Sajjad, 2021; Knezović & Drkić, 2021; Elidemir, Ozturen, & Bayighomog, 2020; Tian, Dogbe, Bamfo, Pomegbe, & Borah, 2021).

To achieve high levels of innovation in distribution channel, organizations need to improve their employees' knowledge, skills, and abilities to perform multiple and diverse tasks (Dong, Bartol, Zhang, & Li, 2017; Raymond & St-Pierre, 2010). However, Liu and Phillips (2011) note that employees have insufficient opportunities and knowledge to apply their innovations in most cases. Only through strong collaboration with other employees, innovative ideas may be applied fruitfully in the workplace.

¹ First and Corresponding Author, Assistant Professor, Department of Management, Universitas Muhammadiyah Yogyakarta, Indonesia, Email: udin_labuan@yahoo.com

© Copyright: The Author(s)

This is an Open Access article distributed under the terms of the Creative Commons Attribution Non-Commercial License (<http://creativecommons.org/licenses/by-nc/4.0/>) which permits unrestricted noncommercial use, distribution, and reproduction in any medium, provided the original work is properly cited.

In general, prior research verifies that innovative work behavior is positively influenced by knowledge sharing (Aldabbas, Pinnington, & Lahrech, 2021; Khorakian, Shahroodi, Jahangir, & Farkhani, 2019; Munir & Beh, 2020). Encouraging employee knowledge sharing becomes an influential factor in facilitating and stimulating employees to promote innovative work behavior.

Previous research also puts forward that knowledge sharing is significantly related to innovative work behavior in the workplace (Asurakkody & Kim, 2020; Hassan, Asif, Waqar, & Abbas, 2018; Phuong, Phuong, & Linh, 2019; Munir & Beh, 2020; Sudibjo & Prameswari, 2021; Than, Le, & Le, 2021; Wahyudi, Udin, Yuniawan, & Rahardja, 2019; Wang, Ren, Chadee, Liu, & Cai, 2021), although contrary findings were also found (Kang & Lee, 2017; Kmicciak, 2020; Nham, Nguyen, Tran, & Nguyen, 2020; Usmanova, Yang, Sumarlia, Khan, & Khan, 2021). According to Wang, Yen, and Tseng (2015), research on knowledge sharing initially focused on building a relationship, which is abstracted from the theory of social exchange (Blau, 2017). Surprisingly, limited studies disclose more in detail that separate processes of knowledge sharing impact innovative work behavior positively. More expressly, the mediating role of factors describing the association between knowledge sharing and innovative work behavior has obtained little consideration in the literature (Aldabbas et al., 2021; Almulhim, 2020; Asurakkody & Kim, 2020). Also, studies on the association between knowledge sharing and innovative work behavior have not considered the mediating role of entrepreneurial passion. For this reason, this study aims to analyze the effect of knowledge sharing on innovative work behavior by testing the role of entrepreneurial passion as a mediating variable.

2. Literature Review and Hypotheses Development

2.1. Innovative Work Behavior

Innovative behavior in organizations is indeed seen as very important to improving competitiveness and organizational survival. In addition, innovative behavior depends on the skills and abilities of employees to realize their new ideas in the workplace. Innovative work behavior is specified as the formation of an intentional new idea, appliance, and presenting to benefit the effectiveness of work in the organization (West & Farr, 1989). According to Klein and Sorra (1996), innovative work behavior refers to idea initiation, adoption, and implementation. Innovative work behavior happens when individuals employ original as well as new ideas to enhance processes, services, or products (Scott & Bruce, 1994).

Janssen (2000) argues that innovative work behavior includes four interrelated activities; problem recognition, idea generation, promotion, and realization. Problem recognition and idea generation covers the idea of creativity-oriented work behavior, whereas the promotion and realization of ideas refer to work behavior oriented towards implementing and promoting new ideas in the place of work. Innovative work behavior is claimed to have many benefits for organizational functions (Yuan & Woodman, 2010) and is very relevant to developing the effectiveness of individuals and organizations (Janssen, Van De Vliert, & West, 2004).

Innovative work behavior is a concept that is expected, valued, and desired among employees in the organization (Newman, Tse, Schwarz, & Nielsen, 2018). In previous studies, the factors that influence employees' innovative work behavior include variables at the organizational and individual levels (Aldahdouh, Korhonen, & Nokelainen, 2019). At the organizational level, factors studied include perceived organizational support and person-organization fit (Afsar & Badir, 2017; Akhtar, Syed, Husnain, & Naseer, 2019), pro-innovation organizational climate (Kheng & Mahmood, 2013; Önhon, 2019; Shanker, Bhanugopan, Van Der Heijden, & Farrell, 2017), leadership styles (Alheet, Adwan, Areiqat, Zamil, & Saleh, 2021; Hansen & Pihl-Thingvad, 2017), and human resource practices (Bos-Nehles & Veenendaal, 2019; Javed, Anas, Abbas, & Khan, 2017; Yasir & Majid, 2020). At the individual level, psychological factors such as affective commitment and work engagement (Asif, Qing, Hwang, & Shi, 2019; Ganji, Rahimnia, Ahanchian, & Syed, 2021), altruism (Alnajjar & Hashim, 2020; Mallén, Domínguez-Escrig, Lapiedra, & Chiva, 2019), harmonious work passion (Jan, Zainal, & Lee, 2021; Salas-Vallina, Pozo, & Fernandez-Guerrero, 2020), and knowledge sharing (Aldabbas et al., 2021; Arsawan et al., 2020; Phuong et al., 2019) have been exposed to influence innovative work behavior directly.

2.2. Knowledge Sharing

Knowledge sharing is one vital process in a management system of knowledge for transparency as well as creating new knowledge (Bartol & Srivastava, 2002). Knowledge sharing involves different people at various levels (i.e., individual, group, and organizational) within the organization. It indicates as a minimum two sides involved in the process of knowledge sharing, where one party distributes knowledge while the other collects it (Van Den Hooff & De Ridder, 2004).

Also, task communication of relevant information, ideas, as well as recommendations with coworkers in an organization is alluded to as knowledge sharing (Srivastava, Bartol, & Locke, 2006). As stated by Van Den Hooff and

De Ridder (2004), Mirzaee and Ghaffari (2018), knowledge sharing is a process by which people give and take knowledge (both tacit and explicit) to produce new knowledge. When individuals mutually share their information, skills, and expertise with one another, knowledge sharing differs into the process of two: knowledge donating (contribute as well as transfer knowledge to others) and knowledge collecting (acquire and collect knowledge from others) (De Vries, Van Den Hooff, & De Ridder, 2006; Van Den Hooff & De Ridder, 2004).

Ipe (2003), Dysvik, Buch, and Kuvaas (2015) note that knowledge donating occurs entirely due to the workers' willingness to communicate their experiences of intellectual with colleagues. Conversely, knowledge collecting is an employee's effort in seeking information to obtain responses from knowledge owners through observation, interviews, or other interactive media (Van Den Hooff & De Ridder, 2004). Besides, knowledge collecting substantially depends on the recipient's enthusiasm to search, acquire, and grasp the knowledge received (Kim, Lee, Paek, & Lee, 2013). Therefore, it is believed that knowledge donating and knowledge collecting play an essential role in organizational learning, enhancing organizational development (Nodari, Oliveira, & Maçada, 2016).

Moreover, it has been verified that knowledge sharing positively impacted the performance of the organization (such as performance of innovation, the performance of the team, performance of the individual job) (Ameen, Bastola, Younis, Chanda, & Isaac, 2021; Fayyaz, Chaudhry, & Fiaz, 2021; Kadarusman & Bunyamin, 2021; Qamari, Dewayani, & Ferdinand, 2019; Sulistyowatie & Pahlevi, 2019; Wang et al., 2021). Munir and Beh (2020), Supriyanto, Sujianto, and Ekowati (2020), Aldabbas et al. (2021), Sudibjo and Prameswari (2021) claimed that effective knowledge sharing facilitates innovative work behavior. When employees interact with each other by sharing their unique ideas, collective learning occurs, and innovative work behaviors emerge, promoting effective performance in the organization. Also, employees engaged in efforts for knowledge sharing more actively demonstrate more robust innovative work behavior in their work.

According to the conservation of resources theory, employees utilize a variety of valuable resources (e.g., knowledge, skill, and experience) into work behavior to improve their performance (Hobfoll & Shirom, 2000). Workers who have a solid work passion are likely to have positive energy to complete demanding tasks (Baum & Locke, 2004). This positive energy expands and develops employees' cognitive abilities to carry out their daily work activities (Sié & Yakhlef, 2009; Vallerand et al., 2003). In addition, knowledge-sharing behavior is driven by the desire and pleasure to assist others (Davenport & Prusak, 1998) and is perceived as satisfaction when the action is

accomplished (Kollock, 1999). De Clercq and Pereira (2020) found a positive association between employee efforts of knowledge sharing and creative behavior, moderated by work passion. Thus,

H1: Knowledge sharing positively and significantly affects innovative work behavior.

H2: Knowledge sharing positively and significantly affects entrepreneurial passion.

2.3. Entrepreneurial Passion

Entrepreneurial passion can be viewed as a significant asset for the firm (Cardon, 2008; Cardon, Glauser, & Murnieks, 2017). Several researchers have utilized the theory of passion for clarifying entrepreneurial behavior. Entrepreneurial passion is a central attribute that business visionaries should have, which can urge them to lead entrepreneurial behavior (Feng & Chen, 2020). Entrepreneurial passion can be utilized as a help power to make a big difference for them at the point when business visionaries experience troubles (Costa, Santos, Wach, & Caetano, 2018; Montiel-Campos, 2018). The activities of entrepreneurial passion, like investigating new thoughts of the market, setting up and growing new products, and sourcing establishing assets (Cardon, Wincent, Singh, & Drnovsek, 2009), leading people to become business visionaries (Biraglia & Kadile, 2017; Ko, Liu, Yusoff, & Mat, 2019).

Passion plays a vital role in influencing individual motivation, behavior, as well as cognition (Perrewé, Hochwarter, Ferris, McAllister, & Harris, 2014). As stated by Vallerand et al. (2003), passion is separated into an obsessive and harmonious passion. First, harmonious passion is that people freely pick their preferred activities, produce positive feelings, and receive a fuller encounter. Second, obsessive passion alludes to the negative feelings brought about by the detached pressing factor of people when they take part in their desired activities. The contrasts between the two are as the following. In addition, harmonious passion is more adaptable than obsessive passion and is likely to create more positive feelings. Moreover, harmonious passion is more powerful than obsessive passion in making individuals adhere to an activity. At the point when individuals discover that they can profit from the action, they will adhere to it. Alternately, individuals will decrease or even end the activity if negative emotions are frequently acquired (Feng & Chen, 2020).

Entrepreneurial passion comprised the emotions that are strong and positive constructed by partaking in entrepreneurial activities. Entrepreneurs will continue to pursue those targets by spending much energy, time, as well as thought to achieve success when they correspond with the

set targets' values (Feng & Chen, 2020). Bao, Zhou, and Chen (2017) found that entrepreneurs with high passion had more tendency compared to others to get chances and begin new businesses. Entrepreneurs are very passionate in all aspects of their lives, both thinking and behavior, with strong positive emotions to drive business success (Shook, Priem, & McGee, 2003). Entrepreneurial passion has been identified as a critical cognitive and behavioral attribute of entrepreneurs that drives enthusiasm for innovation, persistence, survival, growth, and business success (Cardon et al., 2017; Fisher, Merlot, & Johnson, 2018; Kiani, Yang, Ghani, & Hughes, 2021; Luu & Nguyen, 2021; Stenholm & Renko, 2016). Kang, Matusik, Kim, and Phillips (2016), Noreña-Chavez and Guevara (2020) also reveal that entrepreneurial passion had a positive relation to innovative behavior. Employees with solid entrepreneurial passion have more innovative behavior at work. Thus,

H3: Entrepreneurial passion positively and significantly affects innovative work behavior.

H4: Entrepreneurial passion significantly mediates the relationship between knowledge sharing and innovative work behavior.

3. Research Methods and Materials

This study adopts a quantitative methodology to inspect the association between knowledge sharing, entrepreneurial passion, and innovative work behavior. Data are obtained from 193 employees from four stone milling companies located in Pati, Batang and Demak city of Central Java - Indonesia. The age range of the participants in this study is 20 to 55 years. The majority of the participants are male (96%). In terms of the high school level, most of the participants (84%) have a high school graduate qualification. Also, the majority of the participants have an average work experience of more than six years.

Knowledge sharing is measured using two dimensions (for example, knowledge donating and knowledge collecting) and containing six items, which adapted from de Vries et al. (2006), Tohidinia and Mosakhani (2010), Kang and Lee (2017), Kmieciak (2020), Nguyen, Tran, Doan, and Nguyen (2020). Both knowledge donating and knowledge collecting cover three items. In addition, a 1–5 Likert scale was adopted, in which one demonstrates "completely disagree," and five indicates "completely agree." In this study, the composite reliability for these two dimensions is 0.818 and 0.747, respectively.

Entrepreneurial passion is measured using two dimensions (i.e., harmonious and obsessive passion) and containing six items which adapted from Vallerand et al. (2003), Anjum et al. (2018), Feng and Chen (2020). Each

harmonious and obsessive passion covers three items. In addition, a 1–5 Likert scale was adopted, in which one denotes "completely disagree," and five signifies "completely agree." In this study, the composite reliability for these two stages is 0.824 and 0.779, respectively.

Innovative work behavior is measured with six items (e.g., promotes as well as applies innovative ideas to work) adapted from (Afsar, Masood, & Umrani, 2019; De Jong & Den Hartog, 2010; Yuan & Woodman, 2010). In this study, the composite reliability for innovative work behavior is 0.883.

In this research, the Smart PLS 3.0 software is used to verify the research model and test the proposed hypotheses. A PLS-SEM (partial least square-structural equation modeling) approach is adopted in this study because of its capability to calculate causal relations between all latent constructs while coping with measurement errors in the model of structural (Hair, Hult, Ringle, & Sarstedt, 2017). Also, PLS-SEM evaluates partial model structures by incorporating and associating primary factors analysis (Mateos-Aparicio, 2011) to propose solutions based on small sample sizes.

4. Results and Discussion

This study employed the Smart PLS 3.0 tool to test the data through PLS-SEM. The PLS-SEM is utilized to evaluate independent variables' effects on dependent variables (Hair, Ringle, & Sarstedt, 2011).

In Figure 1, it the evidence of discriminant validity. The factor loadings of each construct for innovative work behavior, harmonious, obsessive, entrepreneurial passion, knowledge collecting, knowledge donating, and knowledge sharing is above 0.4. According to Hulland (1999), related to the value of factor loadings, 0.4 or higher is acceptable. Also, Hair et al. (2011) note that factor loadings in SmartPLS should be 0.70 or higher, and items with the loading of less than 0.4 are removed. The analysis results show the Cronbach's alpha and composite reliability values for innovative work behavior (0.841, 0.883), harmonious (0.677, 0.824), obsessive (0.576, 0.779), entrepreneurial passion (0.632, 0.754), knowledge collecting (0.494, 0.747), knowledge donating (0.663, 0.818), and knowledge sharing (0.714, 0.807), respectively. According to Hulland (1999), 0.4 or higher of Cronbach's Alpha and composite reliability values are acceptable. In addition, all the AVE values are greater than the 0.40 threshold for innovative work behavior (0.562), harmonious (0.612), obsessive (0.542), entrepreneurial passion (0.446), knowledge collecting (0.497), knowledge donating (0.601), and knowledge sharing (0.414) respectively, thus approving convergent validity.

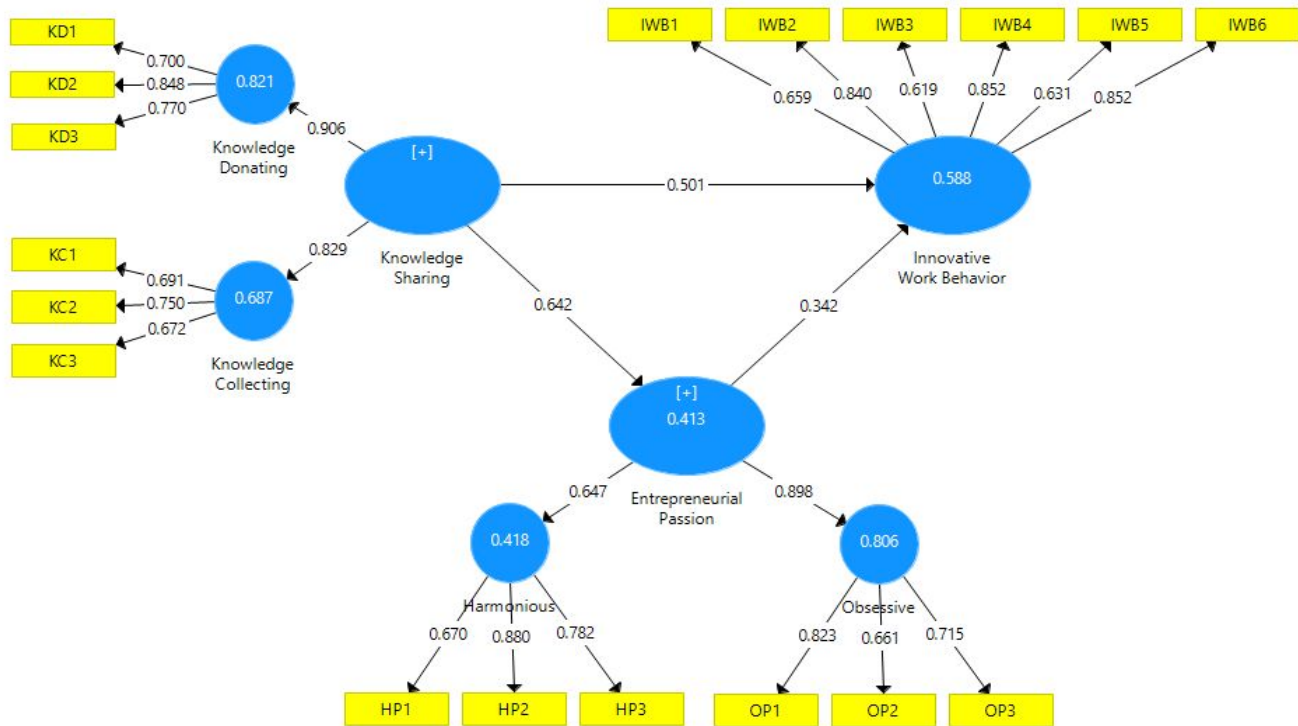


Figure 1: Results of Structural Analysis

Table 1: Discriminant Validity

Variables	Entrepreneurial Passion	Harmonious	Innovative Work Behavior	Knowledge Collecting	Knowledge Donating	Knowledge Sharing	Obsessive
Entrepreneurial Passion	0.588						
Harmonious	0.647	0.782					
Innovative Work Behavior	0.664	0.160	0.750				
Knowledge Collecting	0.539	0.118	0.539	0.705			
Knowledge Donating	0.549	0.062	0.683	0.517	0.775		
Knowledge Sharing	0.642	0.111	0.720	0.829	0.906	0.643	
Obsessive	0.898	0.247	0.741	0.614	0.637	0.735	0.736

Table 1 displays the Fornell-Larcker criterion results to assess the discriminant validity. The values in bold Table 1 exhibit the AVE square root greater than the values of estimated correlation, thereby showing the constructs'

discriminant validity (Hair et al., 2017). Wholly, these findings met all prerequisites for establishing the models of reflective measurement's validity and reliability.

Table 2: Path Coefficients

Hypotheses	β	Standard Deviation	T Statistics	p Values	Decision
Knowledge Sharing $\rightarrow$ Innovative Work Behavior	0.501	0.065	7.742	0.000	Supported
Knowledge Sharing $\rightarrow$ Entrepreneurial Passion	0.642	0.049	12.982	0.000	Supported
Entrepreneurial Passion $\rightarrow$ Innovative Work Behavior	0.342	0.073	4.706	0.000	Supported

Referring to direct relationships, the Smart PLS results in Figure 1, and Table 2 show that knowledge sharing positively and significantly influence innovative work behavior ($\beta = 0.501, t = 7.742, p = 0.000$) and entrepreneurial passion ($\beta = 0.642, t = 12.982, p = 0.000$). Hence, H1 and H2 are supported. Further, Figure 1 and Table 2 confirm that entrepreneurial passion had a positive and significant relation with innovative work behavior ($\beta = 0.342, t = 4.706, p = 0.000$), thus supporting H3. To test the mediating effect, as recommended by Nitzl, Roldan, and Cepeda (2016), this study uses the bootstrap method ($n = 5,000$) instead of the Sobel test because bootstrap does not depend on the assumption of a normal distribution. The result reveals that the knowledge sharing's indirect effect on innovative work behavior through entrepreneurial passion is significant ($\beta = 0.220, t = 4.128, p = 0.000$). The result reveals that entrepreneurial passion mediates the association between knowledge sharing and innovative work behavior among employees, thus supporting H4.

This study found that knowledge sharing significantly impacted innovative work behavior. Facilitating knowledge sharing by communicating valuable technical skills, know-how, and market information increases employees' capability to better mastery their work (Cummings, 2004; Irawan, Bastian, & Hanifah, 2019). Knowledge sharing is also essential for creating new knowledge, endless learning, and continuous work innovation in the organization (Lee & Park, 2019; Qammach, 2016; Sulistiyani, Udin, & Rahardja, 2018; Trivellas, Akrivouli, Tsifora, & Tsoutsas, 2015). Sharing and exchanging knowledge between individuals, teams, and organizational units provides essential information to help each other and work together to solve problems and develop new and useful ideas at work. Highly knowledge sharing among employees makes it easier for them to continue to adapt and innovate in challenging jobs to appear more competitive. The result of this study aligns with previous findings that knowledge sharing facilitates as well as promotes innovative work behavior (Aldabbas et al., 2021; Munir & Beh, 2020; Sudibjo & Prameswari, 2021; Suhana, Udin, Suharnomo, & Mas'ud, 2019; Udin, Dananjoyo, & Isalman, 2022). When employees interact by sharing their unique ideas, collective learning occurs, and innovative work behaviors emerge, which drives effective performance in the organization.

This study revealed that knowledge sharing significantly influences entrepreneurial passion. Knowledge sharing is the key resource for increasing employees' passion at work. Social exchange theory (Blau, 2017) allows workers to communicate their valuable knowledge with others to uphold life and work. By sharing knowledge as a form of cooperative behavior in building social relationships, employees exchange various resources to facilitate each other and increase work passion for running entrepreneurs

and businesses more successfully. The result of this study is supported by previous findings that knowledge sharing behavior is driven by pleasure to help others (Davenport & Prusak, 1998) and is perceived as satisfaction when the action is performed (Kollock, 1999). De Clercq and Pereira (2020) found a positive association between knowledge sharing efforts and employee creative behavior moderated by work passion. Sharing knowledge and developing employee skills boosts passion and commitment to perform better at work and in the organization (Beauchamp, 2018). In addition, employees' willingness to share knowledge positively influences innovation passion for continually innovating to survive in uncertain work environment (Ye, Liu, & Tan, 2021).

This research also acknowledged that entrepreneurial passion is significantly related to innovative work behavior. Entrepreneurial passion encourages employees' enthusiasm to overcome various obstacles in their job and display high performance. Passion affects the spirit of individual entrepreneurs in dealing with and overcoming various changes in their business situations (Shane & Venkataraman, 2000) to gain survival and success. Also, individuals who have harmonious passion do their work sincerely, meaningfully and significantly to their lives. Previous studies terminate that entrepreneurial passion becomes a critical cognitive and behavioral attribute of entrepreneurs that drives enthusiasm for innovation, persistence, survival, growth, and business success (Cardon et al., 2017; Fisher et al., 2018; Kiani et al., 2021; Luu & Nguyen, 2021; Stenholm & Renko, 2016). Also, Kang et al. (2016), Noreña-Chavez and Guevara (2020) declared that entrepreneurial passion is positively associated with innovative behavior. Employees with a strong entrepreneurial passion have higher levels of innovative behavior at work.

5. Conclusions

The empirical results of this study conclude that knowledge sharing positively influences entrepreneurial passion and innovative work behavior. Entrepreneurial passion also positively influences innovative work behavior in distribution channel. In addition, this study exposed that entrepreneurial passion mediated the association between knowledge sharing as well as innovative work behavior. The current study contributes to the development of knowledge in business and management as well as in distribution science because the research on an association between knowledge sharing and innovative work behavior has not taken into account the mediating role of entrepreneurial passion.

This study's implications in theoretical and practical show a significant association between knowledge sharing,

entrepreneurial passion, and innovative work behavior. It indicates that organizations that take full advantage of employee knowledge sharing automatically promote and increase entrepreneurial passion and innovative work behavior in distribution environment. Although this research has a significant contribution in theory and practice, some limitations and directions for future studies need to be emphasized. First, due to the limited sample size (193) employees from stone milling companies in Central Java - Indonesia, thus limiting the generalizability of the findings, future research needs to be carried out using data from various sectors such as education, health, and banking. Second, the research model is tested based on a voluntarily employee self-administered survey, which may result in bias, thus affecting the validity of the measurements. Therefore, involving diverse methods of data collection (e.g., observation and interview) and a larger sample will increase the validation power of the research model.

References

- Afsar, B., & Badir, Y. (2017). Workplace spirituality, perceived organizational support and innovative work behavior. *Journal of Workplace Learning*, 29(2), 95-109. doi: 10.1108/JWL-11-2015-0086
- Afsar, B., Masood, M., & Umrani, W. A. (2019). The role of job crafting and knowledge sharing on the effect of transformational leadership on innovative work behavior. *Personnel Review*, 48(5), 1186-1208. doi: 10.1108/PR-04-2018-0133
- Akhtar, M. W., Syed, F., Husnain, M., & Naseer, S. (2019). Person-organization fit and innovative work behavior: The mediating role of perceived organizational support, affective commitment and trust. *Pakistan Journal of Commerce and Social Sciences*, 13(2), 311-333.
- Aldabbas, H., Pinnington, A., & Lahrech, A. (2021). The mediating role of psychological empowerment in the relationship between knowledge sharing and innovative work behaviour. *International Journal of Innovation Management*, 25(02), 2150014. doi: https://doi.org/10.1142/S1363919621500146
- Aldahdouh, T. Z., Korhonen, V., & Nokelainen, P. (2019). What contributes to individual innovativeness? A multilevel perspective. *International Journal of Innovation Studies*, 3(2), 23-39. doi: https://doi.org/10.1016/j.ijis.2019.06.001
- Alheet, A., Adwan, A., Areiqat, A., Zamil, A., & Saleh, M. (2021). The effect of leadership styles on employees' innovative work behavior. *Management Science Letters*, 11(1), 239-246. doi: 10.5267/j.msl.2020.8.010
- Almulhim, A. F. (2020). Linking knowledge sharing to innovative work behaviour: the role of psychological empowerment. *The Journal of Asian Finance, Economics, and Business*, 7(9), 549-560. doi: 10.13106/jafeb.2020.vol7.no9.549
- Alnajjar, M., & Hashim, J. (2020). Innovative work behaviour induced by transformational leadership through altruism. *International Journal of Work Innovation*, 2(4), 257-283. doi: https://doi.org/10.1504/IJWI.2020.111758
- Ameen, A., Bastola, P., Younis, D., Chanda, N., & Isaac, O. (2021). *The Impact of Knowledge Sharing on the Organizational Innovation among Private Universities in Malaysia*. Paper presented at the 24th International Conference on IT Applications and Management.
- Anjum, T., Ramzani, S. R., Farrukh, M., Raju, V., Nazar, N., & Shahzad, I. A. (2018). Entrepreneurial intentions of Pakistani students: The role of entrepreneurial education, creativity disposition, invention passion & passion for founding. *Journal of Management Research*, 10(3), 76-100. doi: https://doi.org/10.5296/jmr.v10i3.13253
- Arsawan, I. W. E., Koval, V., Rajiani, I., Rustiarini, N. W., Supartha, W. G., & Suryantini, N. P. S. (2020). Leveraging knowledge sharing and innovation culture into SMEs sustainable competitive advantage. *International Journal of Productivity and Performance Management*, ahead-of-print(ahead-of-print). doi: 10.1108/IJPPM-04-2020-0192
- Asif, M., Qing, M., Hwang, J., & Shi, H. (2019). Ethical leadership, affective commitment, work engagement, and creativity: Testing a multiple mediation approach. *Sustainability*, 11(16), 4489. doi: https://doi.org/10.3390/su11164489
- Asurakkody, T. A., & Kim, S. H. (2020). Effects of knowledge sharing behavior on innovative work behavior among nursing Students: Mediating role of Self- leadership. *International Journal of Africa Nursing Sciences*, 12, 100190. doi: https://doi.org/10.1016/j.ijans.2020.100190
- Azeem, M., Ahmed, M., Haider, S., & Sajjad, M. (2021). Expanding competitive advantage through organizational culture, knowledge sharing and organizational innovation. *Technology in Society*, 66, 101635. doi: https://doi.org/10.1016/j.techsoc.2021.101635
- Bao, J., Zhou, X., & Chen, Y. (2017). Entrepreneurial passion and behaviors: Opportunity recognition as a mediator. *Social Behavior and Personality: an international journal*, 45(7), 1211-1220. doi: https://doi.org/10.2224/sbp.6492
- Bartol, K. M., & Srivastava, A. (2002). Encouraging Knowledge Sharing: The Role of Organizational Reward Systems. *Journal of Leadership & Organizational Studies*, 9(1), 64-76. doi: 10.1177/107179190200900105
- Baum, J. R., & Locke, E. A. (2004). The Relationship of Entrepreneurial Traits, Skill, and Motivation to Subsequent Venture Growth. *Journal of applied psychology*, 89(4), 587-598. doi: 10.1037/0021-9010.89.4.587
- Beauchamp, C. (2018). When Passion Fuels the Fire: Knowledge Sharing Among Volunteer Firefighters in Canada. *International Fire Service Journal of Leadership & Management*, 12, 31-49.
- Biraglia, A., & Kadile, V. (2017). The Role of Entrepreneurial Passion and Creativity in Developing Entrepreneurial Intentions: Insights from American Homebrewers. *Journal of Small Business Management*, 55(1), 170-188. doi: 10.1111/jsbm.12242
- Blau, P. M. (2017). *Exchange and power in social life*. New York: Routledge.
- Bos-Nehles, A. C., & Veenendaal, A. A. R. (2019). Perceptions of HR practices and innovative work behavior: the moderating effect of an innovative climate. *The International Journal of*

- Human Resource Management*, 30(18), 2661-2683. doi: 10.1080/09585192.2017.1380680
- Cardon, M. S. (2008). Is passion contagious? The transference of entrepreneurial passion to employees. *Human Resource Management Review*, 18(2), 77-86. doi: <https://doi.org/10.1016/j.hrmr.2008.04.001>
- Cardon, M. S., Glauser, M., & Murnieks, C. Y. (2017). Passion for what? Expanding the domains of entrepreneurial passion. *Journal of Business Venturing Insights*, 8, 24-32. doi: <https://doi.org/10.1016/j.jbvi.2017.05.004>
- Cardon, M. S., Wincent, J., Singh, J., & Drnovsek, M. (2009). The nature and experience of entrepreneurial passion. *Academy of management review*, 34(3), 511-532. doi: <https://doi.org/10.5465/amr.2009.40633190>
- Costa, S. F., Santos, S. C., Wach, D., & Caetano, A. (2018). Recognizing Opportunities across Campus: The Effects of Cognitive Training and Entrepreneurial Passion on the Business Opportunity Prototype. *Journal of Small Business Management*, 56(1), 51-75. doi: 10.1111/jsbm.12348
- Cummings, J. N. (2004). Work groups, structural diversity, and knowledge sharing in a global organization. *Management science*, 50(3), 352-364. doi: <https://doi.org/10.1287/mnsc.1030.0134>
- Davenport, T. H., & Prusak, L. (1998). *Working knowledge: How organizations manage what they know*. Cambridge: Harvard Business Press.
- De Clercq, D., & Pereira, R. (2020). Knowledge-sharing efforts and employee creative behavior: the invigorating roles of passion for work, time sufficiency and procedural justice. *Journal of Knowledge Management*, 24(5), 1131-1155. doi: 10.1108/JKM-06-2019-0274
- De Jong, J., & Den Hartog, D. (2010). Measuring innovative work behaviour. *Creativity and Innovation Management*, 19(1), 23-36. doi: <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- De Vries, R. E., Van Den Hooff, B., & De Ridder, J. A. (2006). Explaining Knowledge Sharing: The Role of Team Communication Styles, Job Satisfaction, and Performance Beliefs. *Communication Research*, 33(2), 115-135. doi: 10.1177/0093650205285366
- Dong, Y., Bartol, K. M., Zhang, Z. X., & Li, C. (2017). Enhancing employee creativity via individual skill development and team knowledge sharing: Influences of dual-focused transformational leadership. *Journal of organizational behavior*, 38(3), 439-458. doi: <https://doi.org/10.1002/job.2134>
- Dysvik, A., Buch, R., & Kuvaas, B. (2015). Knowledge donating and knowledge collecting. *Leadership & Organization Development Journal*, 36(1), 35-53. doi: 10.1108/LODJ-11-2012-0145
- Elidemir, S. N., Oztüren, A., & Bayighomog, S. W. (2020). Innovative behaviors, employee creativity, and sustainable competitive advantage: A moderated mediation. *Sustainability*, 12(8), 3295. doi: <https://doi.org/10.3390/su12083295>
- Fayyaz, A., Chaudhry, B. N., & Fiaz, M. (2021). Upholding Knowledge Sharing for Organization Innovation Efficiency in Pakistan. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(1), 4. doi: <https://doi.org/10.3390/joitmc7010004>
- Feng, B., & Chen, M. (2020). The Impact of Entrepreneurial Passion on Psychology and Behavior of Entrepreneurs. *Frontiers in Psychology*, 11(1733). doi: 10.3389/fpsyg.2020.01733
- Fisher, R., Merlot, E., & Johnson, L. W. (2018). The obsessive and harmonious nature of entrepreneurial passion. *International Journal of Entrepreneurial Behavior & Research*, 24(1), 22-40. doi: 10.1108/IJEBR-01-2017-0011
- Ganji, S. F. G., Rahimnia, F., Ahanchian, M. R., & Syed, J. (2021). Analyzing the impact of diversity management on innovative behaviors through employee engagement and affective commitment. *Iranian Journal of Management Studies*, 14(3), 649-667. doi: 10.22059/IJMS.2020.307781.674164
- Hair, J. F., Hult, G. T. M., Ringle, C., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. London, Thousand Oaks: Sage Publications Limited Inc.
- Hair, J. F., Ringle, C. M., & Sarstedt, M. (2011). PLS-SEM: Indeed a Silver Bullet. *Journal of Marketing Theory and Practice*, 19(2), 139-152. doi: 10.2753/MTP1069-6679190202
- Hansen, J. A. J., & Pihl-Thingvad, S. (2017). *Leadership styles and innovative Work behavior*. Paper presented at the 21st International Research Society on Public Management Conference, Budapest, Hungary. <http://programme.exordo.com/irspm2017/delegates/presentation/250/>.
- Hassan, H. A., Asif, J., Waqar, N., & Abbas, S. K. (2018). The impact of knowledge sharing on innovative work behavior. *Asian Journal of Multidisciplinary Studies*, 6(5), 22-25.
- Hobfoll, S. E., & Shirom, A. (2000). Conservation of resources theory. In R. T. Golembiewski (Ed.), *Handbook of organizational behavior* (pp. 57-81). New York, NY: Dekker.
- Hulland, J. (1999). Use of partial least squares (PLS) in strategic management research: A review of four recent studies. *Strategic management journal*, 20(2), 195-204. doi: [https://doi.org/10.1002/\(SICI\)1097-0266\(199902\)20:2<195::AID-SMJ13>3.0.CO;2-7](https://doi.org/10.1002/(SICI)1097-0266(199902)20:2<195::AID-SMJ13>3.0.CO;2-7)
- Ipe, M. (2003). Knowledge Sharing in Organizations: A Conceptual Framework. *Human Resource Development Review*, 2(4), 337-359. doi: 10.1177/1534484303257985
- Irawan, D., Bastian, E., & Hanifah, I. A. (2019). Knowledge sharing, organizational culture, intellectual capital, and organizational performance. *Journal of Accounting and Investment*, 20(3), 267-282. doi: 10.18196/jai.2003128
- Jan, G., Zainal, S. R. M., & Lee, M. C. C. (2021). HRM practices and innovative work behavior within the hotel industry in Pakistan: Harmonious passion as a mediator. *Journal of Human Resources in Hospitality & Tourism*, 1-30. doi: 10.1080/15332845.2021.1959803
- Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behaviour. *Journal of occupational and organizational psychology*, 73(3), 287-302. doi: <https://doi.org/10.1348/096317900167038>
- Janssen, O., Van De Vliert, E., & West, M. (2004). The bright and dark sides of individual and group innovation: A special issue introduction. *Journal of organizational behavior*, 25(2), 129-145. doi: <https://doi.org/10.1002/job.242>
- Javed, A., Anas, M., Abbas, M., & Khan, A. I. (2017). Flexible human resource management and firm innovativeness: The

- mediating role of innovative work behavior. *Journal of human resource management*, 20(1), 31-41.
- Kadarusman, K., & Bunyamin, B. (2021). The role of knowledge sharing, trust as mediation on servant leadership and job performance. *Management Science Letters*, 11(5), 1509-1520.
- Kang, J. H., Matusik, J. G., Kim, T.-Y., & Phillips, J. M. (2016). Interactive effects of multiple organizational climates on employee innovative behavior in entrepreneurial firms: A cross-level investigation. *Journal of Business Venturing*, 31(6), 628-642. doi: <https://doi.org/10.1016/j.jbusvent.2016.08.002>
- Kang, M., & Lee, M.-J. (2017). Absorptive capacity, knowledge sharing, and innovative behaviour of R&D employees. *Technology Analysis & Strategic Management*, 29(2), 219-232. doi: [10.1080/09537325.2016.1211265](https://doi.org/10.1080/09537325.2016.1211265)
- Kheng, Y. K., & Mahmood, R. (2013). The relationship between pro-innovation organizational climate, leader-member exchange and innovative work behavior: A study among the knowledge workers of the knowledge intensive business services in Malaysia. *Business Management Dynamics*, 2(8), 15-30.
- Khorakian, A., Shahroodi, H. M., Jahangir, M., & Farkhani, Z. N. (2019). Innovative Work Behavior in Public Organizations: The Roles of Ethical and Knowledge Sharing Behaviors. *Creativity Research Journal*, 31(2), 164-173. doi: [10.1080/10400419.2019.1607444](https://doi.org/10.1080/10400419.2019.1607444)
- Kiani, A., Yang, D., Ghani, U., & Hughes, M. (2021). Entrepreneurial passion and technological innovation: the mediating effect of entrepreneurial orientation. *Technology Analysis & Strategic Management*, 1-14. doi: [10.1080/09537325.2021.1948986](https://doi.org/10.1080/09537325.2021.1948986)
- Kim, T., Lee, G., Paek, S., & Lee, S. (2013). Social capital, knowledge sharing and organizational performance. *International Journal of Contemporary Hospitality Management*, 25(5), 683-704. doi: [10.1108/IJCHM-Jan-2012-0010](https://doi.org/10.1108/IJCHM-Jan-2012-0010)
- Klein, K. J., & Sorra, J. S. (1996). The challenge of innovation implementation. *Academy of management review*, 21(4), 1055-1080. doi: <https://doi.org/10.5465/amr.1996.9704071863>
- Kmiecik, R. (2020). Trust, knowledge sharing, and innovative work behavior: empirical evidence from Poland. *European Journal of Innovation Management*, ahead-of-print(ahead-of-print). doi: [10.1108/EJIM-04-2020-0134](https://doi.org/10.1108/EJIM-04-2020-0134)
- Knezović, E., & Drkić, A. (2021). Innovative work behavior in SMEs: the role of transformational leadership. *Employee Relations*, 43(2), 398-415. doi: [10.1108/ER-03-2020-0124](https://doi.org/10.1108/ER-03-2020-0124)
- Ko, W. W., Liu, G., Yusoff, W. T. W., & Mat, C. R. (2019). Social Entrepreneurial Passion and Social Innovation Performance. *Nonprofit and Voluntary Sector Quarterly*, 48(4), 759-783. doi: [10.1177/0899764019830243](https://doi.org/10.1177/0899764019830243)
- Kollock, P. (1999). The production of trust in online markets. *Advances in group processes*, 16(1), 99-123.
- Lee, J.-P., & Park, K.-H. (2019). The Effect of Personal Creativity on Knowledge Sharing and Innovation Behavior: Focused on Retail Workers. *Journal of Distribution Science*, 17(10), 93-105. doi: <https://doi.org/10.15722/jds.17.10.201910.93>
- Liu, Y., & Phillips, J. S. (2011). Examining the antecedents of knowledge sharing in facilitating team innovativeness from a multilevel perspective. *International Journal of Information Management*, 31(1), 44-52. doi: <https://doi.org/10.1016/j.ijinfomgt.2010.05.002>
- Luu, N., & Nguyen, H. (2021). Entrepreneurial passion and a firm's innovation strategies. *Journal of Small Business Management*, 59(4), 794-818. doi: [10.1080/00472778.2020.1729026](https://doi.org/10.1080/00472778.2020.1729026)
- Mallén, F., Domínguez-Escrig, E., Lapiedra, R., & Chiva, R. (2019). Does leader humility matter? Effects on altruism and innovation. *Management Decision*, 58(5), 967-981. doi: [10.1108/MD-11-2018-1180](https://doi.org/10.1108/MD-11-2018-1180)
- Mirzaee, S., & Ghaffari, A. (2018). Investigating the impact of information systems on knowledge sharing. *Journal of Knowledge Management*, 22(3), 501-520. doi: [10.1108/JKM-08-2017-0371](https://doi.org/10.1108/JKM-08-2017-0371)
- Montiel-Campos, H. (2018). The entrepreneurial passion-entrepreneurial alertness relationship: The moderating role of a creative personality. *Serbian Journal of Management*, 13(2), 263-280. doi: [10.5937/sjm13-16021](https://doi.org/10.5937/sjm13-16021)
- Munir, R., & Beh, L.-S. (2020). Measuring and enhancing organisational creative climate, knowledge sharing, and innovative work behavior in startups development. *The Bottom Line*, 32(4), 269-289. doi: [10.1108/BL-03-2019-0076](https://doi.org/10.1108/BL-03-2019-0076)
- Newman, A., Tse, H. H. M., Schwarz, G., & Nielsen, I. (2018). The effects of employees' creative self-efficacy on innovative behavior: The role of entrepreneurial leadership. *Journal of Business Research*, 89, 1-9. doi: <https://doi.org/10.1016/j.jbusres.2018.04.001>
- Nguyen, T., Tran, N., Doan, X., & Nguyen, H. (2020). The impact of knowledge sharing on innovative work behavior of Vietnam telecommunications enterprises employees. *Management Science Letters*, 10(1), 53-62. doi: [10.5267/j.msl.2019.8.016](https://doi.org/10.5267/j.msl.2019.8.016)
- Nham, T. P., Nguyen, T.-M., Tran, N. H., & Nguyen, H. A. (2020). Knowledge sharing and innovation capability at both individual and organizational levels: An empirical study from Vietnam's telecommunication companies. *Management & Marketing*, 15(2). doi: [10.1108/IMDS-07-2015-0302](https://doi.org/10.1108/IMDS-07-2015-0302)
- Nitzl, C., Roldan, J. L., & Cepeda, G. (2016). Mediation analysis in partial least squares path modeling. *Industrial Management & Data Systems*, 116(9), 1849-1864. doi: [10.1108/IMDS-07-2015-0302](https://doi.org/10.1108/IMDS-07-2015-0302)
- Nodari, F., Oliveira, M., & Maçada, A. C. G. (2016). Organizational performance through the donation and collection of interorganizational knowledge. *VINE Journal of Information and Knowledge Management Systems*, 46(1), 85-103. doi: [10.1108/VJKMS-08-2014-0052](https://doi.org/10.1108/VJKMS-08-2014-0052)
- Noreña-Chavez, D., & Guevara, R. (2020). Entrepreneurial passion and self-efficacy as factors explaining innovative behavior: A mediation model. *International Journal of Economics and Business Administration*, 8(3), 352-373.
- Önhon, Ö. (2019). The relationship between organizational climate for innovation and employees' innovative work behavior: ICT sector in Turkey. *Vezetéstudomány-Budapest Management Review*, 50(11), 53-64.
- Perrewé, P. L., Hochwarter, W. A., Ferris, G. R., McAllister, C. P., & Harris, J. N. (2014). Developing a passion for work passion: Future directions on an emerging construct. *Journal of*

- organizational behavior, 35(1), 145-150. doi: <https://doi.org/10.1002/job.1902>
- Phuong, L. T. T., Phuong, H., & Linh, N. T. P. (2019). Factors affecting employees' innovative behavior in enterprises: The case of Vietnam. *The International Journal of Business Management and Technology*, 5(3), 60-65. doi: 10.5267/j.uscm.2019.5.001
- Qamari, I. N., Dewayani, J., & Ferdinand, A. T. (2019). Strategic human resources roles and knowledge sharing: How do enhancing organizational innovation? *Quality - Access to Success*, 20(168), 86-92.
- Qammach, N. I. J. (2016). The Mediating Role of Knowledge Sharing on Relationship between IT Capability and IT Support as Predictors of Innovation Performance: An Empirical Study on Mobile Companies in Iraq. *Procedia Economics and Finance*, 39, 562-570. doi: [https://doi.org/10.1016/S2212-5671\(16\)30300-8](https://doi.org/10.1016/S2212-5671(16)30300-8)
- Raymond, L., & St-Pierre, J. (2010). R&D as a determinant of innovation in manufacturing SMEs: An attempt at empirical clarification. *Technovation*, 30(1), 48-56. doi: <https://doi.org/10.1016/j.technovation.2009.05.005>
- Salas-Vallina, A., Pozo, M., & Fernandez-Guerrero, R. (2020). New times for HRM? Well-being oriented management (WOM), harmonious work passion and innovative work behavior. *Employee Relations: The International Journal*, 42(3), 561-581. doi: 10.1108/ER-04-2019-0185
- Scott, S. G., & Bruce, R. A. (1994). Determinants of innovative behavior: A path model of individual innovation in the workplace. *Academy of management journal*, 37(3), 580-607. doi: <https://doi.org/10.5465/256701>
- Shane, S., & Venkataraman, S. (2000). The promise of entrepreneurship as a field of research. *Academy of management review*, 25(1), 217-226. doi: <https://doi.org/10.5465/amr.2000.2791611>
- Shanker, R., Bhanugopan, R., Van Der Heijden, B. I. J. M., & Farrell, M. (2017). Organizational climate for innovation and organizational performance: The mediating effect of innovative work behavior. *Journal of Vocational Behavior*, 100, 67-77. doi: <https://doi.org/10.1016/j.jvb.2017.02.004>
- Shook, C. L., Priem, R. L., & McGee, J. E. (2003). Venture Creation and the Enterprising Individual: A Review and Synthesis. *Journal of Management*, 29(3), 379-399. doi: 10.1016/S0149-2063_03_00016-3
- Sié, L., & Yakhlef, A. (2009). Passion and expertise knowledge transfer. *Journal of Knowledge Management*, 13(4), 175-186. doi: 10.1108/13673270910971914
- Srivastava, A., Bartol, K. M., & Locke, E. A. (2006). Empowering leadership in management teams: Effects on knowledge sharing, efficacy, and performance. *Academy of Management Journal*, 49(6), 1239-1251. doi: <https://doi.org/10.5465/amj.2006.23478718>
- Stenholm, P., & Renko, M. (2016). Passionate bricoleurs and new venture survival. *Journal of Business Venturing*, 31(5), 595-611. doi: <https://doi.org/10.1016/j.jbusvent.2016.05.004>
- Sudibjo, N., & Prameswari, R. K. (2021). The effects of knowledge sharing and person-organization fit on the relationship between transformational leadership on innovative work behavior. *Heliyon*, 7(6), e07334. doi: <https://doi.org/10.1016/j.heliyon.2021.e07334>
- Suhana, S., Udin, U., Suharnomo, S., & Mas'ud, F. (2019). Transformational leadership and innovative behavior: The mediating role of knowledge sharing in Indonesian private university. *International Journal of Higher Education*, 8(6), 15-25. doi: 10.5430/ijhe.v8n6p15
- Sulistiyani, E., Udin, & Rahardja, E. (2018). Examining the effect of transformational leadership, extrinsic reward, and knowledge sharing on creative performance of Indonesian SMEs. *Quality - Access to Success*, 19(167), 63-67.
- Sulistiyowatie, S. L., & Pahlevi, R. W. (2019). Innovation of business and environmental performance in kebon indah batik association Klaten: The impact of transfer of knowledge and quality management. *Jurnal Manajemen Bisnis*, 10(2), 192-203.
- Supriyanto, A. S., Sujianto, A. E., & Ekowati, V. M. (2020). Factors affecting innovative work behavior: Mediating role of knowledge sharing and job crafting. *Journal of Asian Finance, Economics, and Business*, 7(11), 999-1007. doi: <https://doi.org/10.13106/jafeb.2020.vol7.no11.999>
- Than, S. T., Le, P. B., & Le, T. T. (2021). The impacts of high-commitment HRM practices on exploitative and exploratory innovation: the mediating role of knowledge sharing. *VINE Journal of Information and Knowledge Management Systems*, ahead-of-print(ahead-of-print). doi: 10.1108/VJIKMS-10-2020-0196
- Tian, H. Y., Dogbe, C. S. K., Bamfo, B. A., Pomegbe, W. W. K., & Borah, P. S. (2021). Assessing the intermediary role of relationship ending capability and dark side between network embeddedness and SMEs' innovation performance. *Journal of Competitiveness*, 13(1), 146-163. doi: 10.7441/joc.2021.01.09
- Tohidinia, Z., & Mosakhani, M. (2010). Knowledge sharing behaviour and its predictors. *Industrial Management & Data Systems*, 110(4), 611-631. doi: 10.1108/02635571011039052
- Trivellas, P., Akrivouli, Z., Tsifora, E., & Tsoutsas, P. (2015). The Impact of Knowledge Sharing Culture on Job Satisfaction in Accounting Firms. The Mediating Effect of General Competencies. *Procedia Economics and Finance*, 19, 238-247. doi: [https://doi.org/10.1016/S2212-5671\(15\)00025-8](https://doi.org/10.1016/S2212-5671(15)00025-8)
- Udin, U., Dananjoyo, R., & Isalman, I. (2022). Transactional Leadership and Innovative Work Behavior: Testing the Mediation Role of Knowledge Sharing in Distribution Market. *Journal of Distribution Science*, 20(1), 41-53. doi: <https://doi.org/10.15722/jds.20.01.202201.41>
- Usmanova, N., Yang, J., Sumarliah, E., Khan, S. U., & Khan, S. Z. (2021). Impact of knowledge sharing on job satisfaction and innovative work behavior: the moderating role of motivating language. *VINE Journal of Information and Knowledge Management Systems*, 51(3), 515-532. doi: 10.1108/VJIKMS-11-2019-0177
- Vallerand, R. J., Blanchard, C., Mageau, G. A., Koestner, R., Ratelle, C., Léonard, M., . . . Marsolais, J. (2003). Les passions de l'ame: on obsessive and harmonious passion. *Journal of personality and social psychology*, 85(4), 756-767. doi: <https://doi.org/10.1037/0022-3514.85.4.756>
- Van Den Hooff, B., & De Ridder, J. A. (2004). Knowledge sharing in context: the influence of organizational commitment, communication climate and CMC use on knowledge sharing.

- Journal of Knowledge Management*, 8(6), 117-130. doi: 10.1108/13673270410567675
- Wahyudi, S., Udin, U., Yuniawan, A., & Rahardja, E. (2019). Person-organization fit, knowledge sharing behaviour, and innovative work behaviour: A self-determination perspective. *International Journal of Innovation, Creativity and Change*, 4(4), 145-161.
- Wang, H.-K., Yen, Y.-F., & Tseng, J.-F. (2015). Knowledge sharing in knowledge workers: The roles of social exchange theory and the theory of planned behavior. *Innovation*, 17(4), 450-465. doi: 10.1080/14479338.2015.1129283
- Wang, Z., Ren, S., Chadee, D., Liu, M., & Cai, S. (2021). Team reflexivity and employee innovative behavior: the mediating role of knowledge sharing and moderating role of leadership. *Journal of Knowledge Management*, ahead-of-print(ahead-of-print). doi: 10.1108/JKM-09-2020-0683
- West, M. A., & Farr, J. L. (1989). Innovation at work: Psychological perspectives. *Social Behaviour*, 4(1), 15-30.
- Yasir, M., & Majid, A. (2020). High-involvement HRM practices and innovative work behavior among production-line workers: mediating role of employee's functional flexibility. *Employee Relations: The International Journal*, 42(4), 883-902. doi: 10.1108/ER-02-2018-0061
- Ye, P., Liu, L., & Tan, J. (2021). Influence of knowledge sharing, innovation passion and absorptive capacity on innovation behaviour in China. *Journal of Organizational Change Management*, ahead-of-print(ahead-of-print). doi: 10.1108/JOCM-08-2020-0237
- Yuan, F., & Woodman, R. W. (2010). Innovative behavior in the workplace: The role of performance and image outcome expectations. *Academy of Management Journal*, 53(2), 323-342. doi: <https://doi.org/10.5465/amj.2010.49388995>