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DBA Dissertation Defense

Entitled

*AN EMPIRICAL INVESTIGATION INTO THE PRACTICE AND MEASURES OF KNOWLEDGE TRANSFER
BEHAVIOUR, ROLE OF CONSULTANTS, CLIENTS ASSOCIATED FACTORS AND THEIR
RELATIONSHIP*

IN ABU DHABI NATIONAL OIL COMPANY (ADNOC)

by

Mustafa Sayar Al Hosani

Faculty Advisor

Dr. Abdul Karim Khan, Department of Business & Administration

College of Business and Economics

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Abstract

The study is aimed to identify the role of different factors effecting knowledge transfer behaviour at Abu Dhabi National Oil Company, ADNOC, which is UAE National Oil Company. Extending the existing work on knowledge transfer, the researcher has incorporated the source, recipients and process related factors to examine knowledge transfer behaviour among consultants and clients. The moderating role of learning management system was also analysed. The study follows a quantitative approach to test the hypothesized relationships and the sample consists of 446 employees from ADNOC Company. Findings of the study suggest that there is a significant direct impact of independent recipient oriented factors of absorptive capacity and motivation to learn, on the knowledge transfer behaviour. Moreover, it also presents evidence to support indirect impact including partial mediation of arduousness of the relationship between the impact of recipients' motivation to learn and knowledge transfer behaviour, full mediation of arduousness of the relationship between the impact of sources' credibility and knowledge transfer behaviour and a significant moderation impact of learning management system on the relationship between recipients' absorptive capacity, in context of this study. Apart from the above mentioned findings, the study also presents contextual non-findings. These non-findings include an insignificant but negative impact of sources' credibility on the knowledge transfer behaviour and an insignificant impact on the recipients' retentive capacity on the organizational knowledge transfer behaviour, in terms of direct impact. The study has also presented an indirect impact on non-finding of insignificant moderating impact. This non-finding was in terms of insignificant moderation of LMS on the relationship between recipients' retentive capacity and organizational knowledge transfer behaviour.

Keywords: Institutional justice, institutional behavior towards citizenship, ideal of institutional solidarity, perceived institutional conflict, ideal of institutional solidarity, exchange of leadership members, concrete institutional support, mechanisms for exchanging social roles.