



Conceptual Framework for Knowledge Sharing Initiative in Institution of Higher Learning to Enhance The Teaching Performance and Innovation

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Abstract

Institutions of Higher Learning (IHL) should cultivate the practice of sharing knowledge among lecturers for the purpose of preserving knowledge. Knowledge sharing is a mechanism which can result in the establishment of knowledge repository. This repository enables knowledge deposited be retrieved for further usage other than a way for preserving knowledge in Institution of Higher Learning (IHLs). The Reuse of knowledge from repository can improve the teaching performance and innovation among lecturers. The knowledge sharing initiative among lecturers enable knowledge deposited be retrieved for further usage other than a way for preserving knowledge in Institution of Higher Learning (IHLs). However, knowledge sharing initiative has not been established base on any guide or framework. Furthermore, factors influencing the initiative to the teaching performance and innovation ought to be revealed since there is no such research has been carried out. It is the objective of this paper to propose a conceptual framework for knowledge sharing initiative in Public Institution of Higher Learning (IHLs) in Malaysia which eventually improve the teaching performance and innovation. Qualitative approach is adopted by means of reviewing the literature in the area. The technology, organization and environmental framework (TOE) was used as a base to propose the conceptual framework. It is discovered that knowledge sharing framework ought to be tailored according to the jurisdiction of IHLs. Such a framework could serve as a guideline for future planning in setting up knowledge sharing initiatives, particularly among lecturers later.

Keywords: *knowledge-sharing framework, knowledge-sharing initiative, Institution of Higher Learning, repository, teaching performance, teaching innovation*

1. Introduction

IHLs are centres of knowledge that can excel through the existence of knowledge sharing initiative, especially among lecturers [62] which are in the form of discussions, conferences or publications [8]. However, the knowledge sharing initiatives might not materialize if the culture of sharing is not instilled [8]. The initiatives are currently appear to be social phenomena and apparently is an important process in any organization [20]. But knowledge sharing requires a prerequisite whereby organization needs to possess a culture that create, manage and share knowledge [13] which eventually improve the teaching performance and innovation. However, before knowledge become a strategic resource, organizations had in the first place have to have a culture of creating, managing and

sharing knowledge [13]. This knowledge could ultimately make up the knowledge repository apart from maintaining organizational resources [62]. The implementation of knowledge sharing initiative in the context of IHLs in Malaysia, poses its own challenges [50].

Therefore, to eliminate problems and to maximise benefits, the initiative has to be well-planned and systematically implemented. This paper seeks to investigate the factors influencing knowledge sharing initiatives such as organizational (IHLs) factors, Information and Communication Technology (ICT) and individual (lecturers) in an effort to establish a knowledge repository and can be used by lecturers to enhance the teaching performance and innovation.

2. Problem Statement

Please read through the following sections for more information on preparing your paper. However, if you use the template you do not have to worry about setting margins, page size, and column size etc. as the template already has the correct dimensions. Knowledge sharing initiative in IHLs either globally or locally are under explored [16, 43, 71, 18]. Previous studies on factors influencing knowledge sharing in IHLs merely focused on

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innovations based on open access dissemination principles To do this SCAP conducted extensive research in four faculties at the Universities of Botswana Cape Town Mauritius and Namibia **Manual for Police Traffic Services Personnel Performance Evaluation System: Management and implementation** United States. National Highway Traffic Safety Administration,1977 *Manual for Police Traffic Services Personnel Performance Evaluation System. Management and Implementation. Volume I.* ,1977 Difficult Forms Great Britain: Parliament: House of Commons: Committee of Public Accounts,2004 Forms are one of the most frequent ways a citizen interacts with government departments If a form is badly designed it is likely lead to errors and increase processing costs also the public is less inclined to believe that progress is being made to a more responsive and accessible service Based on an NAO report HC 1145 2002 03 ISBN 0102923604 the Committee took evidence from the Inland Revenue DES DWP and Passport Service on the three main issues of designing user friendly forms improved administrative efficiency progress to providing online services The are 12 main recommendations

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