



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

Mohd Norhadi Muda*, Zawiyah M. Yusof

Faculty of Technology & Information Science,
Universiti Kebangsaan Malaysia, Bangi 43600, Selangor

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

* Corresponding author. Tel: N/A; fax: N/A.
E-mail address: norhadimuda@gmail.com.

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Table of Contents Enhance Ie Seek Performance Guide

1. Understanding the eBook Enhance Ie Seek Performance Guide
 - The Rise of Digital Reading Enhance Ie Seek Performance Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Enhance Ie Seek Performance Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Enhance Ie Seek Performance Guide
 - User-Friendly Interface

4. Exploring eBook Recommendations from Enhance Your Reading Performance Guide
 - Personalized Recommendations
 - Enhance Your Reading Performance Guide User Reviews and Ratings
 - Enhance Your Reading Performance Guide and Bestseller Lists
5. Accessing Enhance Your Reading Performance Guide Free and Paid eBooks
 - Enhance Your Reading Performance Guide Public Domain eBooks
 - Enhance Your Reading Performance Guide eBook Subscription Services
 - Enhance Your Reading Performance Guide Budget-Friendly Options
6. Navigating Enhance Your Reading Performance Guide eBook Formats
 - ePub, PDF, MOBI, and More
 - Enhance Your Reading Performance Guide Compatibility with Devices
 - Enhance Your Reading Performance Guide Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Enhance Your Reading Performance Guide
 - Highlighting and Note-Taking Enhance Your Reading Performance Guide
 - Interactive Elements Enhance Your Reading Performance Guide
8. Staying Engaged with Enhance Your Reading Performance Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Enhance Your Reading Performance Guide
9. Balancing eBooks and Physical Books Enhance Your Reading Performance Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Enhance Your Reading Performance Guide
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Enhance Your Reading Performance Guide
 - Setting Reading Goals Enhance Your Reading Performance Guide
 - Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Enhance Ie Seek Performance Guide
 - Fact-Checking eBook Content of Enhance Ie Seek Performance Guide
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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