

## Abstract

In knowledge intensive organizations, employees get reluctant to share the essential knowledge. In order to understand this paradox, current study examined the determinants of knowledge sharing behavior in knowledge intensive organizations. Data of 129 knowledge intensive workers were taken through self-administered survey questionnaire. Correlation matrix showed that emotional intelligence, structural, relational, and cognitive social capital and tacit and explicit knowledge sharing significantly correlated. Path analysis model was run to assess the impact of emotional intelligence on knowledge sharing behavior via all dimensions of social capital. Results of the analysis showed that emotional intelligence had an indirect impact on both tacit and explicit knowledge sharing via only cognitive dimension of social capital. Moreover, current findings also suggested an inter-relation between the dimensions of social capital by showing an indirect impact of emotional intelligence on relational dimension of social capital via cognitive dimension. Demographic variables had no impact on both types of knowledge sharing behavior. It was concluded that emotional intelligence is critical for improving knowledge sharing in the knowledge intensive organizations via facilitation of social capital.

*Keywords:* Knowledge sharing, determinants, emotional intelligence, social capital, knowledge intensive organizations