

Abstract

The purpose of this research is to examine the relationship among individual innovativeness, knowledge sharing behavior and self-efficacy. A moderating effect of perceived organizational support and impersonal trust was also examined at this relationship. A quantitative survey method was used. Data were collected from 198 employees ($M=1.46, SD=.50$), with varied years of experiences ($M=2.30, SD=.70$) from small and medium enterprises. Questionnaire consisted of a 20 item innovativeness scale, 10 item self-efficacy scale, 4 item adaptive version of knowledge sharing behavior scale, 8 item shorter version of perceived organizational support scale and a 3 item impersonal trust scale. Hypotheses were formulated based on previous literature that indicated a significant relationship between innovativeness, knowledge sharing behavior and self-efficacy. Pearson correlation analysis results concluded a significant positive relationship between individual innovativeness, knowledge sharing behavior and self-efficacy. t-test results showed no significant relationship was found between demographic variables (i.e., age, gender, qualification, and years of experience). Moderation analysis showed significant moderating impact of perceived organizational support was examined on relationship between innovativeness and knowledge sharing behavior. This study has important implications in enhancing employee innovativeness by promoting knowledge sharing culture and self-efficacy.