

## Barriers for Knowledge Sharing among Engineers in Plastic Industries

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### Abstract

This research seeks to examine the barriers for knowledge sharing among senior engineers of manufacturing organizations in Plastic industries. Thus, the main purpose of this study is to identify barriers for knowledge sharing among engineers in plastic industries in Sri Lanka and to suggest strategies to minimize those barriers. Based on an extensive review of literature, barriers for knowledge sharing were identified. These include such factors as reward systems, personal expectations, individual attitudes, management system and technological factors. A conceptual model was developed for the study and hypotheses were formulated. Primary data were collected through a survey from a sample of sixty from manufacturing based organizations in Plastic Industries. Finally, a regression analysis was conducted on the knowledge-sharing model. As per result of multiple regression analysis, incentive system and personal expectations are the two significant factors associated with the passion to share knowledge. The findings suggest that both the external and internal factors are crucial in promoting knowledge sharing activities among engineers. It is hopeful that the findings of the study will enable the management of these organizations to understand the barriers for sharing knowledge thus provide suitable motivational programs and strategies, development opportunities and training programs.

***Keywords: Knowledge sharing, plastic industries.***

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