SPECIAL ISSUE CALL FOR PAPERS: KNOWLEDGE HIDING AND KNOWLEDGE HOARDING IN DIFFERENT ENVIRONMENTS

Special Issue Editors:

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Background

Knowledge Hiding (KHi) "is an attempt by an individual to retain or hide knowledge that has been requested by someone else" (Connelly et al., 2012, p. 65). While Knowledge Hoarding (KHo) is "an individual's deliberate and strategic concealment of knowledge" (Evans et al., 2015, p. 495) that is relevant to others but not requested (Garcia et al., 2020). Following Anaza and Nowlin (2017) Knowledge Withholding (KW) is a "conscious refusal to transfer knowledge to others" (p. 15) working as an antecedent of KHo. In this case, withholding is similar to hiding. Nevertheless, according to Wu (2020), KW includes KHi and KHo. Thus, there is no unanimous agreement on such concepts, which invites us to explore the possible differences between them.

Knowledge Sharing (KS) involves two processes: Knowledge Sharing donation (KSd) and Knowledge Sharing collection (KSc) (Hooff & Ridder, 2004). Figure 1 shows the relationship between knowledge sharing collection and knowledge hiding as well as knowledge sharing donation and knowledge hoarding. The four behaviors (KHi, KHo, KSc, & KSd) can be perceived as positive at organizational level (revealing organizational commitment), and negative at individual level (revealing individualism) (Oliveira et al., 2021). Managers trying to leverage knowledge sharing in the organizations should pay attention to knowledge hiding and knowledge hoarding phenomena.

Tacit and explicit knowledge are the base for the knowledge creation SECI model (Nonaka, 1994) and compose the continuous organizational knowledge flow. Tacit knowledge is valuable to achieve sustainable competitive advantage, since this kind of knowledge is more difficult to copy and to be absorbed by the organization. Holding knowledge is associated to having power, thus individuals fear to share their knowledge (Kankanhalli et al., 2005) in different degrees. For example, knowledge workers like scholars tend to hide more tacit knowledge than explicit knowledge (Hernaus et al., 2019). Thus, there are different motivations for KHi and KS according to the self-determination theory (Gagné, 2021).
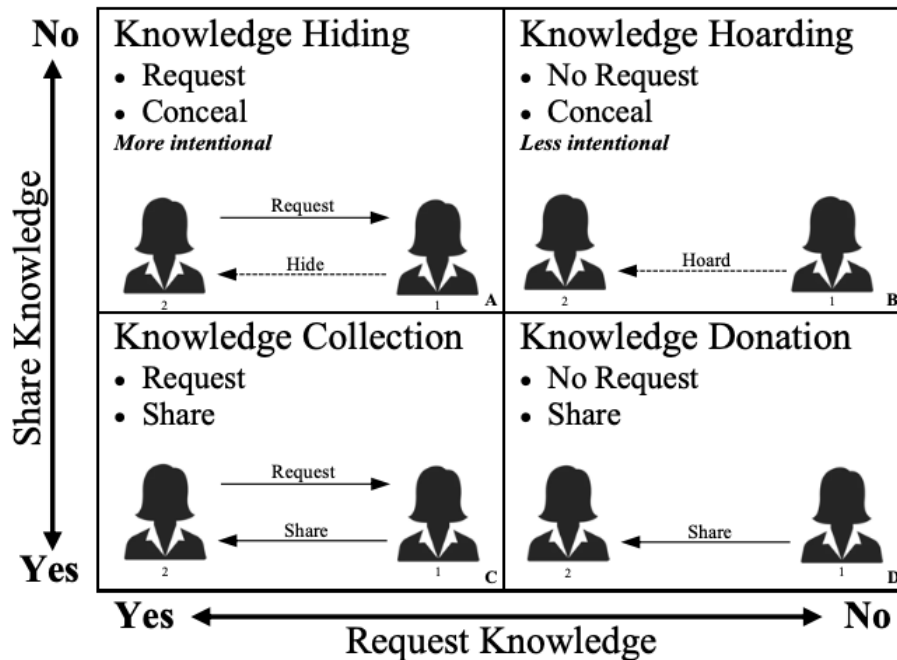
Figure 1. Knowledge hiding, hoarding, collection, and donation framework
(Garcia et al., 2020, p. 7).

With this Special Issue, we wish to contribute to a better understanding of motivations and consequences of knowledge hiding and knowledge hoarding in different environments, such as small and medium enterprises, multinational companies, and non-for-profit organizations. Thus,the main objective of this Special Issue is to approach the topic with new perspectives and methods in order to provide clear evidence from knowledge hiding and knowledge hoarding realities. Empirical studies reporting unique, systematic, innovative, and integrative research are targeted for this special issue. Bibliometric, systematic, and content literature review analyses are also invited. Both theoretical and empirical approaches are accepted. Submissions of empirical studies using either quantitative, qualitative, or mixed methods analyses are most welcome. Multiple research possibilities and an immensity of opportunities to contribute are available, yet the editors would like to propose, among other plausible topics, the following aspects of knowledge hiding and knowledge hoarding in different environments:

- Individual motivations for KHi and Kho;
- Technological and organizational sources of KHi and Kho;
- Individual, organizational and performance consequences of KHi or Kho;
- Fresh theoretical insights to support KHi and Kho;
- Differences in Khi and Kho between diverse national cultures;
- Tacit KHi and tacit Kho specific phenomena;
- Explicit KHi and explicit Kho specific phenomena;
- Knowledge protection as a reaction to Khi and Kho;
- Organizational practices to avoid Khi and Kho.

Guidelines

You will need to indicate your intention to submit your full paper by email to the Special Issue editors with the title of the paper, authors, and abstract. The full manuscript, as a PDF file, should be emailed to the Special Issue editors by the deadline stated below. For details related to the format, please refer to the webpage: https://www.iiakm.org/ojakm/guidelines.php.

Just in case you have a paper ready that you might consider for the Special Issue, feel free to submit it to the Knowledge Management (KM) 2022 conference (https://iiakm.org/conference/) by the conference deadline (or if the deadline passed, send us an email with your intention of submitting). See the call for papers at https://iiakm.org/conference/KM2022/pdfs/20211007_KM2022-CFP_Final.pdf. While submitting the paper, please identify the Special Issue as your target publication.

Important Dates

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