|  |  |
| --- | --- |
| Title | Impact of Employee Empowerment on Knowledge Sharing: A Case Study of Bangladesh Telecommunication Industry |
| Author(s) | Bikash Barua, AKM Kamrul Haque, MM Obaidul Islam |
| Contact Email(s) | khaque@aiub.edu |
| Published Journal | Independent Business Review |
| Type of Publication | Journal Article |
| Volume | 5 |
| Issue | 1 |
| Publisher | Independent University Bangladesh |
| Publication Date | January 2012 |
| ISSN | Print: 1998-3572, Online: 2521-2990 |
| DOI |  |
| URL |  |
| Other Related Info. |  |
| Keywords | Employee empowerment, knowledge sharing |
| Citation | Barua, Bikash, Haque, AKM Kamrul & Islam, MM Obaidul (2012). Impact of Employee Empowerment on Knowledge Sharing: A Case Study of Bangladesh Telecommunication Industry*. Independent Business Review*, 5(1), 79-98.  |

|  |
| --- |
| Abstract |
| Highly competitive business environment turns the high quality employee as precious asset into the key of business success as well as the competitive advantage source. Well knowledge sharing behavior among employees can enhance service quality and delivery process value. This paper analyzes how internal management system can reinforce knowledge sharing among employees, facilitating knowledge sharing behavior. We focused on the employees of mobile telecommunication service provider of Bangladesh to explore the relationships between empowerment and knowledge sharing behavior of employee. In this regard, we established a model identifying different empowerment dimensions. After then, we performed exploratory factor analysis with principal component to extract different factors for each dimension. At last, we conducted regression analysis to identify the impact of different empowerment dimensions on knowledge sharing. From the research, it is evident that employees need to have significant authority in performing their job and taking some strategic decisions that will affect their respective job. Moreover, employees should adopt and apply scientific approach in performing their job. Apart from these, employees need to have accessibility to knowledge repository in the organization they have to be extrovert and responsible in sharing knowledge. |
| Sustainable Development Goal(s) (SDG) |
| Goal 9: Industry, Innovation and Infrastructure |

|  |
| --- |
| Abstract |
| The paper aims first, to describe the basic structure of Japanese relation-based financial system and then highlights the weaknesses the system is embedded with. In so doing, we illustrate a widely cited case, Livedoor. In the lens of this illustration, we show that the financial system of Japan depends more on social practices and relation among and between groups than on formal laws and regulations. Its internal coherence acts as social lubricants for transactions and serves as a basic means of corporate finance and governance. The system, however, can be squeezed by any maverick market maker. But social norms and practices do not allow this practice to happen which can be proved from Livedoor’s attempt for and ultimate failure to take over the venerable Nippon Broadcasting System as well as the death of Livedoor itself. The study, therefore, is expected to help policymakers to identify the loopholes of the system and prevent any undesirable practices. |
| Sustainable Development Goal(s) (SDG) |
| Goal 9: Industry, Innovation, Ifrastructure |