

# The mediating effect of knowledge sharing and usage on Human Resource Practices and Innovative Behavior: Developing vs. countries of crisis

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## ABSTRACT

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**Purpose:** As the work context and the national setting of countries are dynamically evolving, enhancing managerial human resource practices (HRP) is critical, to augment and enrich employee innovative behavior (IB) while promoting positive knowledge usage (KU) and sharing (KS). Henceforth, this paper examines their latent ambidexterity as a consequence of HRP and strategies. **Design/methodology/approach:** After a thorough literature review revealing evidence of relationship that adjoins HRP and IB as a result of the mediations between KS and KU. A quantitative questionnaire is designed and the data are analyzed via the SPSS software, taking into account that the data focused on respondents from Lebanon and GCC region. Correlations between the variables and the mediators is thoroughly examined and investigated. **Findings:** There is a direct relationship between HRP and IB through a partial sequential mediation of KS and KU in GCC region. On the other hand, it is identified that the effects of HRP and IB are significant solely upon the verdict of a sequential mediations between the mediators. **Originality/value:** This study yields a profound apprehension of the correlation between HRP and IB in the workplace along with the mediating roles of KS and KU on the relationship. Contributing in highlighting the role of effective HRP in organizations, while inculcating managers to the proper way of utilizing KS and KU according to the macroenvironment of the organization. Which in this study focused on Lebanon a country facing a revolutionary crisis and the GCC region that are witnessing unprecedentedly prosperity and wealth. This relationship is uniquely designed to study the relationship between the variables at hand, examining the outcome of the study prototypically in Lebanon and the GCC region.

**Keywords:** HRM practices, Innovation, Knowledge usage, Knowledge sharing, Crisis