

The impact of HR practices and Ethical Leadership on Knowledge Hiding. Is it Organizational Justice or Organizational Support for Creativity that mediates this relationship

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ABSTRACT

This paper aims to investigate the impact of Ethical Leadership and Human Resources Management (HRM) Practices on Knowledge Hiding and the mediating role of Organizational Support for Creativity, and Organizational Justice. A total of 120 professionals from different countries and various levels of seniority completed an online questionnaire a linear and multiple regression test was conducted to analyse hypothesized model. The finding shows that both Ethical Leadership and HRM Practices have direct negative impact and indirect negative impact through Organizational Justice and Organizational Support for Creativity on Knowledge Hiding. The main originality of this study is to suggest to managers to not only adapt Ethical leadership and good implemented HRM Practices in order to decrease Knowledge Hiding, but also make sure to maintain high level of justice, equality, fairness, freedom and creativity support within the organization.

Keywords: HRM Practices, Knowledge Hiding, Ethical Leadership, Organizational Support for Creativity, Organizational Justice.