The Role of Belongingness in Facilitating Knowledge-Sharing Under Reflective Leadership: An Analysis

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ABSTRACT

The advent of the fourth industrial revolution in the 21st century business organizations did not come without challenges (Motzer, et al., 2020). Most frequent of which are the difficulties that come along with change management particularly in technology acceptance and adaptation. Most business organizations would want a lower turnover rate with many of their senior employees staying in the company thereby saving on the cost on training new talents and onboarding (Obi, et al., 2022). However, there are also doubts that having a fully tenured employees with tens of years of service to the company will benefit the business in the long run. The transfer of knowledge from one generation to another poses a threat to this scenario. Organizations aim for its employees to be open in sharing their know-hows especially in matters that will benefit the enterprise. Companies design mentoring systems for the old and new hires so that the transfer of knowledge especially on business operations become seamless. The quest on how to foster knowledge-sharing within organizations continues.

Keywords: reflective leadership, workplace belongingness, knowledge-sharing behavior