بخشی از ترجمه مقاله

عنوان فارسی مقاله:
درک سیاست سازمانی، پنهان سازی دانش و خلاقیت کارکنان: نقش تعديل کننده ی تعهد حرفه ای

عنوان انگلیسی مقاله:
Perceptions of organizational politics, knowledge hiding, and employee creativity: The moderating role of professional commitment

توجه!

این فایل تنها قسمتی از ترجمه میباشد. برای تهیه مقاله ترجمه شده کامل با فرمت ورد (قابل ویرایش) همراه با نسخه انجیلی مقاله، اینجا کلیک کنید.
4. Discussion

Our main aim in this study was to investigate the associations between POP, knowledge hiding, and employee creativity as well as to examine the moderating role of professional commitment in the POP-knowledge hiding relationship. We demonstrated that POP positively predicts knowledge hiding that, in turn, negatively predicts employee creativity. The findings are consistent with previous research suggesting that in a politically charged work environment employees are likely to engage in knowledge hiding as they fear that the knowledge they may share with good intentions may cause unexpected problems (Cui et al., 2016). By hiding knowledge, employees may also tend to believe that their coworkers will not be able to discover and exploit their weaknesses. In turn, this defensive behavior may result in inhibiting the knowledge hider’s creativity. In a political work environment, individuals with high levels of professional commitment are less likely to engage in knowledge hiding behaviors even while working in a politically charged environment. Individuals high in professional commitment are less likely to engage in knowledge hiding behaviors even while working in a politically charged environment.