

DIGITAL LIBRARY

[IATED Digital Library Home](#) [Publication Series](#) [Advanced Search](#)

Upcoming event:

INTED 2024

Valencia (Spain) - 4-6 March, 2024

[SUBMIT YOUR ABSTRACT!](#)

[Log in](#)

PROMOTING THE CULTURE OF KNOWLEDGE CREATION AND INNOVATION PERFORMANCE IN THE SELECTED PROFESSIONAL ORGANISATIONS



T. Atolagbe



R. Worlu



A. Adeniji



O. Salau



A. Osoko



O. Edewor

Covenant University (NIGERIA)

About this paper:

Appears in: [INTED2020 Proceedings](#)

Publication year: 2020

Pages: 130-138

ISBN: 978-84-09-17939-8

ISSN: 2340-1079

doi: [10.21125/inted.2020.0082](https://doi.org/10.21125/inted.2020.0082)

Conference name: 14th International Technology, Education and Development Conference

Dates: 2-4 March, 2020

Location: Valencia, Spain

[Cite](#)

Abstract:

Knowledge is viewed as the utmost critical asset for well-improved performance and gaining competitive advantage. Due to existing competitive work milieu characterized by high uncertainty and intense global competition, organisations across the globe continually experience diverse challenges of innovative technologies, cultural syndrome and competencies for sustaining performance especially among the professional organisations. It has been observed that these organisations in Nigeria have consistently been faced with the most uncertain environment and increasing pressure from various competitors to remain in market. Therefore, this paper examined the role of knowledge creation on innovation performance among Professional organisations. The four ontological dimensions (socialization, externalization, combination and internalization) of knowledge creation were explored. This study adopted descriptive design and mixed method (Sequential explanatory approach) to get information from 328 employees of professional organisations that were conveniently and purposively selected. The use of questionnaire (quantitative) was adopted and the data collected were analysed using measurement and structural modeling to obtain the path co-efficient. The finding indicated that employees acquire and create new knowledge through brainstorming and sharing of experiences among them. It was recommended that professional organisations should provide a platform where newly created knowledge can be distributed (diffused) to employees to gain more experiences and skills.

Keywords:

Knowledge, Knowledge creation, Professional, Innovation, Performance.