

Impact of Knowledge Sharing on Project Success in the Sri Lankan Software Industry

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Abstract

The software development process is a team effort that requires a combination of knowledge of the team members including project managers, software engineers, quality assurance engineers, technical leads, and business analysts. A team member leaving a software company has an adverse effect on projects in terms of time, cost overruns and quality issues. These effects can also result in obstructing project success. Capturing knowledge is difficult and knowledge sharing will aid such activity. This study investigated the factors contributing to knowledge sharing, namely, co-worker congruence, organizational commitment, received task interdependence, participative decision making and the relationship between knowledge sharing and project success in the Sri Lankan software industry.

The sample comprised eight software companies ranging in size in terms of number of employees. A stratified sample of 155 respondents was used in the study and the data was collected through questionnaires and discussions with managers. The study revealed that co-worker congruence, organizational commitment, participative decision making and received task interdependence positively influences knowledge sharing. Further, it was also found knowledge sharing positively influences project success, while knowledge culture moderates the relationship between knowledge sharing and project success. The implications found were that managers and organizations should take measures to develop their understanding of knowledge itself by understanding the dynamics of knowledge creation, sharing, transformation and application.

Key words: Knowledge-sharing, Co-worker congruence, Organizational commitment, Received task interdependence, Participative decision-making, Project Success.

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