

The Research Centre of the Faculty of Economics
cordially invites you to a research seminar
on **Tuesday, 7th February 2017**
at **13 p.m.** in room **P-119**
at the **Faculty of Economics, University of Ljubljana**

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will present the article:

“Tick Tock: Time Pressure, Prosocial Motivation, Perspective Taking, and Knowledge Hiding”

“Although many organizations and managers expect employees to share their knowledge with their colleagues, this does not always occur. We use conservation of resources theory to explain why employees who experience greater time pressure are more likely to engage in knowledge hiding, and we further consider how this behavior may be moderated by these employees’ prosocial motivation and perspective taking. In a field study of 313 employees at a large insurance company (Study 1), we find that perceived time pressure is positively related to knowledge hiding. Furthermore, this relationship is moderated by prosocial motivation: employees who perceive greater time pressure hide knowledge only when they are low in prosocial motivation. An experiment (Study 2) replicates these findings, and further finds that perspective taking mediates the moderating effect of prosocial motivation on the relationship between time pressure and knowledge hiding.

This study aims to contribute to knowledge hiding, workplace stress (related to time pressure), and prosocial motivation literatures in several ways. First, we contribute to relatively novel and developing literature in the field of knowledge hiding that has shown to be a relevant phenomenon for organizational lives with profound impact on outcomes like distrust, reduced creativity etc. Furthermore, it is also a phenomenon that is recently drawing attention among general public (for instance with media coverage in New York Times). Our intention is to link knowledge hiding to perceived time pressure, part of many and daily organizational realities to understand how is it that this stressor is related to knowledge hiding behaviors.

Second, we have also tested prosocial motivation mediated by perspective taking mechanism as a potential mitigating moderator, which contributes also to the highly popular prosocial motivation literature. Third, we investigate our phenomena using mixed methods approach, where we rely both on multi-wave field data as well as on the experiment.

In addition to this specific paper, an outline of the research stream on knowledge hiding (past, present and future) will be presented. This will span across resurgence of this research stream after the publication of the article by Connelly, Zweig, Webster and Trougakos (2012), current research avenues and groups engaged in knowledge hiding research, and a call for a special issue in Journal of Organizational Behavior on the topic of knowledge hiding.”

You can register for the free seminar by phone (01) 58-92-490, or via e-mail:
research.seminars@ef.uni-lj.si by Monday, 6th February 2017.

You can find all information regarding future research seminars on following link:
http://www.ef.uni-lj.si/raziskovanje/seminarji_in_konference

We look forward to seeing you!

