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# Factors affecting attitudes and intentions towards knowledge sharing in the Dubai Police Force

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### Abstract

This study contributes to the limited research base on knowledge sharing in public sector organisations, specifically police forces, and organisations in the Middle East through a case study investigation into the factors that affect knowledge sharing in the Dubai Police Force. A questionnaire-based survey was conducted with staff in key departments in the Dubai Police Force. Informed by the literature and by interviews conducted in a previous phase, the core of the questionnaire was a bank of Likert-style questions covering the dependent variables intention to knowledge share, and attitude towards knowledge sharing, and the independent variables, trust, organisational structure, leadership, reward, time, and information technology. Data was analysed using structured equation modelling, in order to test the measurement model using confirmatory factor analysis, and to test the structural model. The structural model

suggests a strong relationship between attitude to knowledge sharing, and intention to share knowledge. Hypotheses regarding the influence of leadership, trust, organisational structure, time, and information technology on attitude to knowledge sharing were upheld. Rewards did not to influence attitude to knowledge sharing. Recommendations are offered for practice and further research.

## Highlights

• A model of the factors affecting knowledge sharing in the Dubai Police Force is proposed and tested. • Leadership, trust, organisational structure, time, and IT affect knowledge sharing. • Rewards do not affect knowledge sharing posing questions about the relevance of motivation theory.



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## Keywords

Knowledge sharing; Knowledge exchange; Public sector; Police forces; Middle East

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