

# **Knowledge Sharing of Nurse through Knowledge Management**

**Sungjin Kim**

Department of Nursing/Masan University  
100 Yongdam-ri, Changwon, Republic of Korea  
stomachca@naver.com

**Myonghwa Park**

College of Nursing/Chungnam National University  
55 Munhwaro, Daejeon, Republic of Korea  
mhpark@cnu.ac.kr

## **Extended Abstract**

Knowledge sharing is the vital process of organization management. Creating and disseminating knowledge is an important method of generating value for the organization. With rapid development of knowledge management information system, knowledge sharing was more visible and feasible. Knowledge sharing can be occurred both at individual level and organizational level. Knowledge Sharing is enhanced by fostering a culture that encourages the sharing of information, based on the concept that knowledge is not irrevocable and should be shared and updated to remain relevant. Knowledge management is the process of capturing, developing, sharing, and effectively using organizational knowledge. The purpose of this study was to explore nurses' knowledge sharing at individual and organizational level in general hospitals.

## **Methods**

Survey was conducted with 347 nurses at six general hospitals in Korea. We assessed level of knowledge sharing according to general and professional characteristics of nurses using self-administered questionnaires.

## **Results**

Individual knowledge sharing scored  $3.66 \pm 0.45$  over 5 point and organizational knowledge sharing scored as  $3.28 \pm 0.53$ . Individual knowledge sharing level was significantly higher when nurse was older, had higher educational level, works on day shift, was nurse manager, has more clinical experience. Organizational knowledge sharing was significantly different only by working unit. Nurses in medical unit showed higher organizational knowledge sharing compared to nurses in other units.

## **Discussion**

This study described the nurses' knowledge sharing at individual and organization level. The results implied that level of knowledge sharing can be differed by working environment and organizational characteristics. There is a need to develop a systematic knowledge management system using information technology to facilitate the consistent and effective knowledge sharing across clinical settings.

\* This work was supported by Basic Science Research Program through the National Research Foundation of Korea(NRF) funded by the Ministry of Education, Science and Technology (NRF. 2010-0024922).

**References**

- Bai, J.S., Lee, M.H. (2005). The Effect Of Organizational Characteristics On Knowledge Sharing In A Hospital Nurses. *Journal of Korean Academy of Nursing Administration*, 11(4), 469-476.
- Obrenovic, B., Obrenovic, S., & Hudaykulov, A. (2014). The Value Of Knowledge Sharing: Impact Of Tacit And Explicit Knowledge Sharing On Team Performance Of Scientists. *Information and Knowledge Management*, 4(4), 161-174.