



ORIGINAL ARTICLE

# THE MANAGERIAL EFFECTS OF LEADERSHIP, KNOWLEDGE SHARING AND INNOVATION IN HIGHER EDUCATION

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Abstract

## Abstract

Fierce competition among academia to pursue the number of publications in a high indexed journal can prevent knowledge sharing in organisations. This article contributes to deepening our understanding of why knowledge sharing occurs and how leaders can enhance this. Scholars have acknowledged leadership as an essential factor in knowledge management and innovation systems across various industries. However, research linking leadership, knowledge sharing, and innovation within higher education, specifically within a newly developed country like Indonesia, is minimal. This research examines the linkages among leadership, knowledge sharing and management innovation, new modes of delivering service, in higher education. The authors surveyed 500 academic staff in Indonesian public universities located in South Kalimantan, Indonesia, and the Structural Equation Modelling result indicated a positive direct effect amongst leadership, knowledge sharing and innovation. Besides, knowledge sharing became a mediator between leadership and innovation, telling that academia in Indonesia is not hiding the knowledge. The result attributed this to the practice of a new model of leadership that nurtures a sense of wholeness, harmony and well-being produced through care, concern and appreciation for both self and others, which is compulsory to the unique group harmony concept among Indonesians.

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