Knowledge sharing and affective commitment: the mediating role of psychological ownership

**Purpose** – The purpose of this paper is to investigate the mediating role of psychological ownership which includes both organisation-based psychological ownership (OPO) and knowledge-based psychological ownership (KPO) on the relationship between affective commitment and knowledge sharing.

**Design/methodology/approach** – This paper is an empirical study based on structural equation modelling, with a sample of 293 employees from 31 high-technology firms in China.

**Findings** – The result indicated that affective commitment had a significant positive effect on OPO but no effect on KPO; OPO was positively related to both common and key knowledge sharing, while KPO exerted a negative impact on both; common knowledge sharing was positively related to key knowledge sharing; the relationship between affective commitment and key knowledge sharing was multi-mediated by OPO and common knowledge sharing.

**Originality/value** – OPO and KPO play an essential role in transferring the effect of employees' affective commitment to common knowledge sharing and key knowledge sharing, which unravels the blackbox of how effective commitment affects knowledge sharing.

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**General information**

State: Published

Organisations: Department of Management Engineering, Technology and Innovation Management, Hunan University, Queen Mary University of London

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Pages: 1146-1166

Publication date: 2015

Peer-reviewed: Yes

**Publication information**

Journal: Journal of Knowledge Management

Volume: 19

Issue number: 6

ISSN (Print): 1367-3270

Ratings:

- BFI (2018): BFI-level 2
- Web of Science (2018): Indexed yes
- BFI (2017): BFI-level 2
- Scopus rating (2017): CiteScore 3.12 SJR 0.922 SNIP 1.746
- Web of Science (2017): Impact factor 2.551
- Web of Science (2017): Indexed yes
- BFI (2016): BFI-level 2
- Scopus rating (2016): CiteScore 3.48 SJR 1.185 SNIP 2.217
- Web of Science (2016): Impact factor 2.053
- BFI (2015): BFI-level 2
- Scopus rating (2015): CiteScore 3.06 SJR 1.181 SNIP 2.164
- Web of Science (2015): Impact factor 1.689
- Web of Science (2015): Indexed yes
- BFI (2014): BFI-level 2
- Scopus rating (2014): CiteScore 2.87 SJR 1.1 SNIP 2.289
- Web of Science (2014): Impact factor 1.586
- BFI (2013): BFI-level 1
- Scopus rating (2013): CiteScore 2.8 SJR 0.962 SNIP 2.066
- Web of Science (2013): Impact factor 1.257
- ISI indexed (2013): ISI indexed yes
- BFI (2012): BFI-level 1
- Scopus rating (2012): CiteScore 2.58 SJR 0.994 SNIP 1.914
- Web of Science (2012): Impact factor 1.474
- ISI indexed (2012): ISI indexed no
- BFI (2011): BFI-level 1
- Scopus rating (2011): CiteScore 2.13 SJR 0.873 SNIP 2.188
- Web of Science (2011): Impact factor 1.248