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(93) .(57%) (279) (160)

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(Griffin and

.Hesketh, 2005)

(Karaevli and Hall, 2006)

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-2 (Becerra-Fernandez et al., 2004)

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(Pulakos et al. 2000)

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-5 (Pulakos et al., 2000)

(Karaevli and Hall, 2006)

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Kearns and Lederer (2003)

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Becerra-Fernandez et al. (2004)

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Chow et al.(1999)

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Lee and Ahn(2006)
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Du et al.(2007)
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Chiu et al.(2006)
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Hsu et al.(2007) ()
(Hsu, 2006)

Hsu(2008)

(Yang, 2007)

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Law and Ngai(2008)

134

(Lin, 2008)

Yang (2008)

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Kuo and Young (2008)

(Theory of Planned Behaviour,
Decomposed Theory of Planned Behaviour and
(Revised Theory of Planned Behaviour
(Theory of Reasoned Action)

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Dawis and Lofquist (1984)

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.Allworth and Hesketh (1999)

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Pulakos et al.

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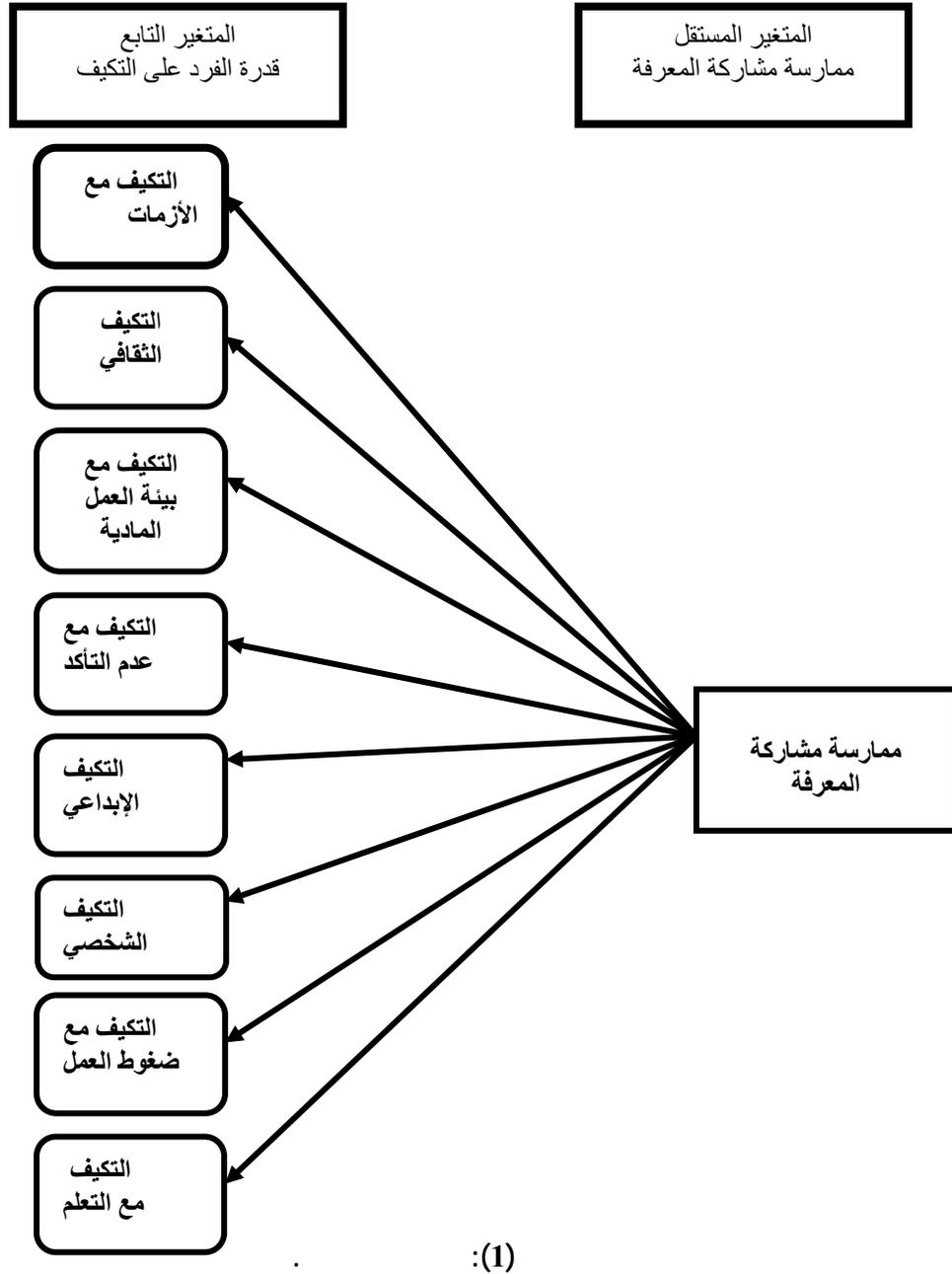
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Bartol and Srivastava (2002)

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Pulakos et al. (2000) : "Hsu et al.(2007) ."

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Griffin and Hesketh (2005) : Zahra ."

Hsu (2008)

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Ployhart and Bliese (2006)
(Pulakos et al., 2000)

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7 -1

Hartline and Ferrell (1996) .(

(Fugate et al., 2004)

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: H03:

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: H04:

Ployhart and Bliese (2006)

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: H05:

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(6)

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(5)

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: H07:

(1)

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:H0:

: H08:

: H0:

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: H0:

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(93)

: H01:

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.SPSS (279)

(160) (%57)

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(3) (Du et al., 2007; Yang, 2007; Hsu, 2008; Zahra et al., 2007)

(4)

(%68)

(%32)

(%10)

24 18

45 25

(%78)

(1)

(5)

(%33)

(%30)

(%2)

(%35)

2009

(4)

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68.1%	109	
31.9%	51	

10.0%	16	24 – 18	
25.6%	41	31 – 25	
30.6%	49	38 – 32	
21.9%	35	45 – 39	
11.9%	19	45	
33.1%	53		
30.0%	48		
35.0%	56		
1.2%	2		
%.6	1		

Cronbach's Alpha

(Hsu, 2008)

(5)

Ployhart and

.Bliese (2006)

.(Hair et al.,1998) %60

(5)

0.864	7	
0.855	6	
0.808	5	
0.65	9	
0.60	9	
0.81	5	
0.90	7	
0.67	5	
0.90	9	

(Skewness and Kurtosis)

(Awwad and 1

.Almahamid,2008)

(6)

(6)

Kurtosis	Skewness	
-0.441	-0.47	
0.808	-0.87	
0.415	-0.78	
0.203	-0.25	
0.48	-0.68	
-0.38	-0.193	
0.41	-0.55	
-0.42	-0.05	
0.23	-0.85	

(3)

(%5)

(%95)

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1.29610	3.4250	160	-1
1.38544	3.2938	160	-2
1.36383	3.1812	160	-3
1.20140	3.4438	160	-4
1.17279	3.3562	160	-5
1.39167	2.9187	160	-6
1.18559	3.5563	160	-7
		160	Valid N (listwise)

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(8)

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(5/3.60)

() 2.5

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-1

(8)

(9)

.(3.76)

0.99	3.60	160	

(9)	.				
	.(3.06)	:			-2
			(9)	.	
				.(4.07)	
	:				-6
(9)	.				
	.(4.11)	:			-3
			(9)	.	
				.(3.28)	
	:				-7
(9)	.				
	. (3.07)	:			
					-4
			(9)	.	
				.(3.39)	
	:				-8
(9)	.				
	. (4.10)	:			
					-5

(9)

0.97	3.76	160	
0.91	4.07	160	
1.03	3.28	160	
1.08	3.39	160	
1.02	3.06	160	
0.89	4.11	160	
1.22	3.07	160	
0.84	4.10	160	

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(10)

(10)

0.196**	0.002	0.312**	0.238**	0.279**	0.13	0.25	0.096	0.271**	
0.013	0.979	0.000	0.002	0.000	0.12	0.75	0.225	0.001	
160	160	160	160	160	160	160	160	160	

(0.196)

.($0.01 \geq \alpha$)

(0.312)

(0.001=α)

(R= 0.27) (12.484) (F) (11)

:(11)

Sig.	F				
0.001 ^a	12.484	5.927	1	5927.414	
		474.815	158	75020.830	
			159	80948.244	
Sig.	T			B	
0.000	29.206		6.229	181.919	(Constant) 1
0.001	3.533	0.271	0.258	0.913	

R= 0.27 R² = 0.073 Adjusted R² = 0.067

: .a

: .b

(0.000=α)

(15) (14) (13) (12)

(R= 0.28) (F) (12)

(13.359)

:(12)

Sig.	F					
0.000 ^a	13.359	273.694	1	273.694		
		20.488	158	3237.050		
			159	3510.744		
Sig.	T			B		
0.000	20.538			1.294	26.574	(Constant) 1
0.000	3.655		0.279	0.054	0.196	Knowledge

R=0.28 R²=0.078 Adjusted R²=0.08 : .a

: .b

(F) (13)

(6.321)

(0.013=α)

.(R= 0.196)

:(13)

Sig.	F					
0.013 ^a	6.321	197.320	1	197.320		
		31.218	158	4932.455		
			159	5129.775		
				B		
	0.000	20.727		1.597	33.104	(Constant) 1
	0.013	2.514	0.196	0.066	0.167	Knowledge

R=0.196^a R²=0.032 Adjusted R²=0.03 : .a

: .b

(F) (14)

(17.035)
(0.000= α)

(R= 0.312)

(14)

Sig.	F				
0.000 ^a	17.035	379.406	1	379.406	
		22.272	581	3518.969	
			591	3898.375	
Sig.	T			B	
0.000	17.391		1.349	23.462	(Constant) 1
0.000	4.127	0.312	0.056	0.231	Knowledge

R= 0.312^a

R² = 0.092

Adjusted R²=0.097

: . a

: . b

(15)

(9.456)

(F)

(R= 0.238)

(0.002= α)

:

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(15)

Sig.	F					
0.002 ^a	9.456	135.266	1	135.266		
		14.305	581	2260.227		
			591	2395.494		
Sig.	T					
					B	
0.000	13.919			1.081	15.049	(Constant) 1
0.002	3.075		0.238	0.045	0.138	Knowledge

R=0.238^a

R²=0.06

R²=0.0505

: .a

: .b

(7)

.(16)

:(16)

(9 8)

12 11)

(15 14 13

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(0.312)

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(0.196)

.($0.01 \geq \alpha$)

(Flat Structure)
(Hierarchical Structure)

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2006

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Impacts of Knowledge Sharing Practices in Individual's Adaptability: A Filed Study on Industrial Companies Listed in Amman Stock Exchange

Soud M. Al-Mahameed

ABSTRACT

This study aims at measuring the impacts of knowledge sharing practices in individual's adaptability. To achieve this aim, a questionnaire was developed and circulated to the manufacturing companies listed in Amman Stock Exchange the number of which is (93). Out of (279) questionnaires, (160) questionnaires were collected which represent a response rate of nearly (57%). The research results showed that high levels of knowledge sharing practices were experienced by the manufacturing companies regardless of their types. However, they did not give any incentives for employees who are willing to share their knowledge with others. In addition, the results clarified that employees have a high level of adaptability (crisis' adaptability, cultural adaptability, physical work adaptability, uncertainty adaptability, creativity adaptability, interpersonal adaptability, work stress adaptability and learning adaptability). The results revealed a significant positive relationship between knowledge sharing practices and uncertainty adaptability, creativity adaptability, interpersonal adaptability and learning adaptability. But there was no significant relationship between knowledge sharing practices and crises adaptability, cultural adaptability, physical work adaptability and work stress adaptability.

KEYWORDS: Knowledge sharing, Individual's adaptability, Listed manufacturing companies in Amman Stock Exchange (ASE).

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