

ABSTRACT

The knowledge-based view of HRM, which is regarded as the latest enhanced version of the knowledge-based firm theory, emphasizes the importance of the knowledge-employees as a fundamental resource for a business to achieve long-term success. In addition to that, existing evidence and reports have established issues on the dwindling performance of knowledge-workers in the Nigerian Health Sector. It is based on the aforementioned notion that this mediation study investigates the nexus between knowledge management practices and knowledge-employee performance with the mediating role of organisational commitment in the Nigerian Health Sector. With the adoption of a cross-sectional research approach, both online and paper-based surveys were used as the data collection instrument and a total of 269 responses were collected among medical practitioners and nurses. The Partial Least Square Structural Equation Modelling method (PLS-SEM) was used to test the research hypotheses. The findings from the analysis provided support for three hypotheses (two direct hypotheses and one indirect hypothesis) out of four proposed hypotheses. The overall outcome of the study established that knowledge management practises do not have a positive and significant effect on knowledge employee performance while organisational commitment has a full mediation effect on the nexus between knowledge management practises and knowledge-employee performance. It was recommended that the healthcare institutions should create a strong team working culture as it is through this initiative that a healthy working environment is built which will facilitate and encourages high level of employees' organizational commitment which will then lead to increase in their performance.

Keywords: Knowledge Management Practises, Affective Commitment, Normative Commitment, Continuance Commitment; Knowledge-employee performance.