ABSTRACT

This study investigates the intricate relationship between human capital,

knowledge sharing, and organizational performance, aiming to elucidate the

mechanisms through which these factors interact to enhance overall organizational

outcomes. A comprehensive literature review was conducted, encompassing

articles published from databases such as ScienceDirect, Scopus, Emerald, and

EBSCO. The findings indicate a robust positive correlation between human capital

and organizational performance, significantly mediated by effective knowledge

sharing practices.

The study identifies several critical factors influencing knowledge sharing,

including organizational culture, leadership, technology, and incentives, while also

addressing common challenges such as reluctance to share, information overload,

lack of time, and geographical dispersion. Through an integrated approach

combining human capital development with robust knowledge-sharing

mechanisms, organizations can achieve superior performance outcomes.

However, limitations on select variables underscore the need for future

research to adopt a broader scope, incorporate additional relevant variables, and

employ longitudinal studies to provide deeper insights into these dynamic

interactions. This study underscores the importance of continuous investment in

human capital, and the utilization of enhanced knowledge sharing and

organizational performance.

Keywords: Human Capital, Knowledge Sharing, Organizational Performance,

Literature Review

vi