

https://dspace.org/

Constraints and enablers of effective knowledge sharing practices of South African construction project managers

Zungu, Zamageda

2018

https://hdl.handle.net/10539/26970

Zungu, Zamageda (2018) Constraints and enablers of effective knowledge sharing practices of South African construction project managers, University of the Witwatersrand, Johannesburg, <http://hdl.handle.net/10539/26970>

Downloaded from a DSpace repository. https://dspace.org/

ABSTRACT

Due to budget and time constraints, construction projects are fast paced and rely heavily on quick but sound knowledge input and application by the different participants in a project team. This requires accurate information retrieval and management of the social interactions between different project participants through knowledge sharing. Although knowledge sharing between construction project managers working within the same organisation exists, the knowledge sharing practices of construction project managers are ineffective and that has a negative impact on the development of innovative ideas, the way project members deal with changes, cope with crisis, deal with coordination and complex tasks, define plans, and make decisions. The aim of this research report was to examine the factors constraining effective knowledge sharing practices among construction project management colleagues working within the same organization with a view to developing recommendations to improve the effectiveness of the knowledge sharing practices. A quantitative research methodology was applied in the examination of the factors constraining and enabling effective knowledge sharing of South African project management colleagues working within the same organization. The main findings indicate that, the reluctance to share knowledge, the lack of affiliation and time limitations are the knowledge sharing constraints faced by most construction project managers. Conversely, the findings also reveal that the allocation of time (in the form of organisational systems), team member relationships, and sense of self-worth would equally motivate the sharing of knowledge. Main conclusions indicate that companies need to formalise the knowledge sharing process through structured mentorship programmes and facilitate team building activities.