

Organizations have become knowledge based rather than material based and knowledge is considered as one of the most important organizational asset to gain competitive advantage. With the increasing importance of knowledge, it reinforces the need of knowledge management. Knowledge sharing is considered as the main component of knowledge management. This study is aimed to empirically examine some determinants that can impact on knowledge sharing intentions of employees in telecom companies of Faisalabad to evaluate which determinant effects most on intentions to share knowledge.

In this study five determinants anticipated extrinsic rewards, anticipated reciprocal relationship, sense of self-worth, organization based self-esteem and organizational climate were used to check their impact on knowledge sharing intentions of employees. Impact of these determinants was checked on intentions of employees to share explicit and implicit knowledge. This study is quantitative in its nature and data collection was made by using convenient sampling technique. Regression analysis was used to analyze the data to get results.

Anticipated extrinsic rewards, sense of self-worth, and organization based self-esteem showed negative impact on intentions to share explicit knowledge. While anticipated reciprocal relationships and organizational climate were found to be positively affecting the intentions to share explicit knowledge in telecom companies of Faisalabad.