

The Mediating Role of Interpersonal Deviance on the Relationship of Organizational Incivility with Knowledge Sharing Intention

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Abstract

The purpose of this study was to investigate the mediating role of interpersonal deviance on the relationship of organizational incivility and knowledge sharing intention. The participants were 104 employees of Fars regional water department in Shiraz, who were selected by convenience sampling method. Smart PLS₂ was used for data analysis. Findings showed that organizational incivility negatively related to knowledge sharing intention, and positively related to interpersonal deviance. Results also revealed that interpersonal deviance had negative relationship with knowledge sharing intention. The mediating role of interpersonal deviance on the relationship between organizational incivility and knowledge sharing intention was confirmed.

Keywords: organizational incivility, knowledge sharing intention, interpersonal deviance

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