

# Designing a Knowledge Sharing Model for the Implementation of Learning Organization in Tourism and Hospitality

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## Abstract

*The main objective of this study is to develop a knowledge sharing model for the implementation of the learning organization. Structural equation modeling was employed to examine the relationships between the independent and dependent variables. The relationships between eight knowledge sharing variables with the learning outcomes, the tacit and explicit knowledge process, and organizational performance were investigated and a unified conceptual model proposed. The results suggest that four variables of knowledge sharing: organization structure, management practices, mission and strategy, systems and organizational climate are the positive factors that influence knowledge sharing in this study. The study has implications for human resource development, particularly in the area of management practices and the fostering of an organizational climate favourable to knowledge sharing.*

**Keywords:** Human Resource Management and Development; Tourism and hospitality; Organizational Behavior; Strategic Management