



البحث الثاني - مشترك

عنوان البحث

The effect of personality traits and knowledge-sharing on employees' innovative performance: A comparative study of Egypt and Jordan

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Abstract

Employees' positive personality traits are one main enabler for tourism organizations to develop a knowledge-sharing culture and promote innovative performance. To achieve the principle of personality-job fit, this study aims to measure the influence of employees' personality traits on their knowledge-sharing behavior and innovative performance. It also measures the mediation of knowledge-sharing between employees' personality traits—innovative performance relationships. The study employs a quantitative method based on an e-survey to gather data from employees working in travel agencies in Egypt and Jordan. Structural equation modeling was used for testing research causal relationships. Findings revealed that positive personality traits significantly improve employees' knowledge-sharing behavior and contribute to their innovative performance advancement. The findings of the study provide significant implications for human resources managers in tourism organizations and tourism education policymakers to improve their recruitment procedures for employees and new education entrants (future graduates) to fit tourism career jobs and marketplace duties.

Keywords: Personality traits, Knowledge-sharing, Innovative performance, Travel agencies, Egypt, Jordan