

ABSTRACT

This study investigates the intricate relationship between human capital, knowledge sharing, and organizational performance, aiming to elucidate the mechanisms through which these factors interact to enhance overall organizational outcomes. A comprehensive literature review was conducted, encompassing articles published from databases such as ScienceDirect, Scopus, Emerald, and EBSCO. The findings indicate a robust positive correlation between human capital and organizational performance, significantly mediated by effective knowledge sharing practices.

The study identifies several critical factors influencing knowledge sharing, including organizational culture, leadership, technology, and incentives, while also addressing common challenges such as reluctance to share, information overload, lack of time, and geographical dispersion. Through an integrated approach combining human capital development with robust knowledge-sharing mechanisms, organizations can achieve superior performance outcomes.

However, limitations on select variables underscore the need for future research to adopt a broader scope, incorporate additional relevant variables, and employ longitudinal studies to provide deeper insights into these dynamic interactions. This study underscores the importance of continuous investment in human capital, and the utilization of enhanced knowledge sharing and organizational performance.

Keywords: Human Capital, Knowledge Sharing, Organizational Performance, Literature Review