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Journal of Information and Knowledge Management  
Volume 14, Issue 1, 29 March 2015, Article number 1550012

### Modeling the Relationship between Human Intelligence, Knowledge Management Practices, and Innovation Performance (Conference Paper)

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#### Abstract

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Pioneers in knowledge management (KM) have well articulated the relationship between KM and innovation. In addition, there are many theoretical papers as well as empirical studies that examined the positive relationship between KM and innovation. However, these empirical studies analysed the relationship between KM and innovation at management or organisational level. There is a need to study this relationship at the knowledge workers level to see how they actually influence their organisational KM and innovation. This study aims to analyse the knowledge worker's intelligence, emotional, and spiritual potential towards KM and innovation as well as examine the relationship between knowledge workers, KM and innovation. Survey questionnaires are used to measure knowledge workers' intelligence quotient (IQ), emotional quotient (EQ), and spiritual quotient (SQ), their KM processes involvement, and perception on their innovation performance. Partial least square (PLS) analysis is used in the analyses to determine the relationship between human intelligence, KM processes and innovation performance. Results indicate that human EQ and SQ influenced KM and innovation but not IQ. © 2015 World Scientific Publishing Co.

#### Author keywords

human intelligence innovation Knowledge management partial least square model

ISSN: 02196492

Source Type: Journal

Original language: English

DOI: 10.1142/S0219649215500124

Document Type: Conference Paper

Publisher: World Scientific Publishing Co. Pte Ltd

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