Organizational Knowledge Transfer: Introducing A Multi-Level Perspective

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A Multilevel Perspective of Knowledge Transfer Levers – The Model

- Group autonomy
- Group intensity of effort
- Group absorptive capacity
- Individual autonomy
- Cognitive distance

Group autonomy as moderator

Individual KNOWLEDGE TRANSFER
A Multilevel Perspective of Knowledge Transfer Levers – Findings

- Group autonomy
- Group intensity of effort
- Group absorptive capacity

Individual KNOWLEDGE TRANSFER

Group autonomy × Cognitive distance

Individual autonomy

Cognitive distance

Control: Individually analyzed Group absorptive capacity

n.s.
What Makes Experiences of Knowledge Transfer?

Group autonomy

Individual autonomy

Group intensity of effort

Individual (group) absorptive capacity

Group Autonomy X Cognitive distance

Knowledges Transfer

+ + + +
Group Autonomy (H3)

Group Absorptive Capacity (H4) (not a group variable)

Group Intensity of Effort (H5)

Cognitive Distance (H1)

Autonomy (H2)

“Group average Absorptive Capacity” (Control)

γ\_20 = .22***
\( p = .000 \)

γ\_03 = .52***
\( p = .000 \)

γ\_04 = .47**
\( p = .009 \)

γ\_01 = -.17 n.s.
\( p = .286 \)

γ\_20 = .04 n.s.
\( p = .506 \)

γ\_30 = .20*
\( p = .004 \)

γ\_60 = -.11 n.s.
\( p = .135 \)

γ\_52 = -.32*
\( p = .006 \)

γ\_03 = .52***
\( p = .000 \)

γ\_20 = .04 n.s.
\( p = .506 \)

γ\_10 = .06 n.s.
\( p = .576 \)
GROUP AUTONOMY as a negative moderator to the impact of COGNITIVE DISTANCE on KNOWLEDGE TRANSFER experiences.