ROLE OF KNOWLEDGE SHARING AND LEARNING PROCESS OF STUDENTS

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ABSTRACT

Knowledge sharing among peers plays a vital role in students' learning process and an Effective and inclusive Knowledge Sharing is an integral part of successful and practical university learning. This study aims to investigate the knowledge ‐ sharing behavior of undergraduate students of the Faculty of Management Studies and Commerce students at the University of Jaffna. The present study involved a quantitative approach concerning the design of surveys and the population to reach that purpose. The researcher used SPSS software version 20.0 for data analysis purposes. It was found that, generally, students displayed a positive attitude towards knowledge sharing and were appreciative of its importance in peer learning. It was found that, generally, students displayed a positive attitude towards knowledge sharing and were appreciative of its importance in peer learning. Further, the study found that technological availability, social media ties, self-efficacy, and experience were the significant determinants of knowledge-sharing behavior among students. Final recommendations are given by the author; it also provides more support and direction to future work.

Keywords: Higher Education; Knowledge sharing behavior, Knowledge, student's learning, University of Jaffna

1. Introduction

Knowledge is an individual scholarly and massive resource for which individuals hold to themselves except if there are minimal consolation and assistance to share (Yu, Lu, and Liu, 2009). Simultaneously, Knowledge is considered as a "power, and nobody is prepared to part with it uninhibitedly to other people; there is a lot of significance to establish an Knowledge sharing climate and field which considers the social and monetary variables that decide the Knowledge sharing" (Lee and Al-Hawamdeh, 2002). They, as of late, distinguished the obstacles to Knowledge partaking in past writing. Tragically, a couple of studies center around what elements impact undergraduates to share or not share Knowledge between them in advanced education. However, despite the fact that second, a few investigations have been done on deciding the drivers of Knowledge sharing between students in university.

According to the castrogiovanni (2018), Knowledge Management plays a significant role in firm achievement, especially in educational institutions. And a firm's successful Knowledge Management also depending on knowledge sharing behavior in that firm (Swacha 2019).

Overseeing information has turned into a significant subject confronting undergraduates in this 21st century, and that it ought to be centered on the accompanying: successful innovative work of information, formation of information bases, trade and sharing of knowledge among undergraduates, accelerating of handling of the specific information and acknowledgment of its sharing. According to (Alegbeleye, 201) knowledge sharing assists students with taking care of issues, learn new things, and increment understanding. Undergraduates can gain from one another and advantage from further information and improvement from each other (Liu, 2019). Academic staff and undergraduates sharing knowledge are more useful and bound to make due on their academic work. Knowledge sharing exercises in an undergraduates setting have for quite some time been of revenue as Students could figure out how to define thoughts and suppositions all the more viably by conveying them to other people. Focusing on this standard requires a comprehension of what inspires students to share knowledge and recognizable proof of any hindrances that keep them from doing so. Most of the investigations zeroed in on remunerations and financial motivating force variables to energize knowledge sharing, for instance (Srivastava, 2002).

Some past examinations recognized the quantity of components that decide students to impart their insight to other people, like trust (Levin, Cross, Abrams, and Lesser, 2002), individual acknowledgment (Chen, Chen, &Kinshuk, 2009) (Hew and Hara, 2006) (Chen and Hung, 2010), individual, the traditional culture, and advance mechanical elements (Lin, 2007) (Paroutis& Al Saleh, 2009) (Wahlroos, 2010) (Cabrera and Cabrera, 2002). According to that, this study focuses on joining the discourse on determining factors that influence students in institutions to share knowledge by exploring technology availability, Self-efficacy (intention, attitude), expected benefits, Social network ties. Experience facilitates knowledge sharing among undergraduates. . Presently, the importance of Social networking is the top of the leader in the digital era because it gives more advantages, especially for students (Thuseethan, S. &Vasanthapriyan, S., 2014). In the education context, there are still inadequate studies on knowledge sharing, especially in Sri Lanka. Based on the previous work, Determinants of Knowledge sharing among undergraduates are still at a moderate level, especially in Sri Lanka; there are no more studies regarding this work. To instill the culture of knowledge sharing in universities and the factors encouraging sharing knowledge should be explored. Likewise, this paper aims to look at expected benefactors of the most widely recognized variables to knowledge sharing and propose a model to test their effect on people's information chasing.

2. Review Of Literature

2.1 Knowledge management

Typically a definitive point of associations is to build the information development, knowledge collaboration, and keep the essential information (Steels, 1993) and involves overseeing tremendous information assets to work with access and reuse of this critical information (O'Leary, 1998). As key advancement determinants in advanced education, Knowledge the board extreme objective at social affair certain and unsaid information to improve the entrance, sharing, hold, and reuse of that alarm information to make new more fantastic information and work with authoritative by authoritative and extensive learning. To accomplish significant firm objectives and unbiased, the board should be upheld by a strategic vision to arrive at primary definitive targets like improving knowledge sharing and synergistic work, sharing accepted procedures, advancing associations with the external climate, and improving reuse reason.

Chow (2019) discovered that the board is the exhibition relationship regarding people's organization position and reasoned that the presentation advantages of knowledge sharing don't fluctuate with the network position of knowledge sharing members. Furthermore, it is additionally a perplexing cycle that envelops more than the straightforward correspondence of information (Hansen, 2019). Now a few measurements on successful knowledge Management, like People, Processes, and Technology. Some of them take a techno-driven focus in request to improve knowledge mix and creation; some take an authoritative center, to advance association plan and work processes; some of them take a biological center, where the significant perspectives are identified with individuals connection, information, and ecological factors as a complex, versatile framework like a characteristic environment. The different perspectives and measurements see strategies to oversee human relations better and leverage organizational knowledge and help the method involved with handling them (Hansen, 1999; Mentzas, 2001).

2.2 Knowledge sharing the current trend

Innovation assumes a significant part in the knowledge sharing climate since When is thinking about innovation comparable to knowledge sharing. There are sees that unequivocally support the utilization of innovation and perspectives that are distrustful about the job of innovation in knowledge sharing. The third view sees innovation as assuming a supporting part according to different factors, for example, culture and social networks. If the firm needs to foster its upper hands, it should embrace knowledge sharing in its workplace (Dalkir, 2018). What's more, knowledge sharing additionally supports understudy to trade data, direction, establish the cooperative climate to take care of startling issues and make novel thoughts of learning (Ahmad, 2019). There are tangible signs that innovation is being seen as playing a significant just as a supporting job. ICT for knowledge partaking as far as collaborative innovation (Jones, 2001) alludes to advancements or frameworks that permit understudies to contribute their insight so that it tends to be effortlessly gotten to by different understudies. Different terms have been utilized to allude to such advancements, for example, interchanges organization (Gamble and Blackwell, 2001) and knowledge sharing innovations (Connelly &Kelloway, 2001).

2.3 Knowledge sharing work in Srilanka

Theme of the research	Author &Finding/s
The main Discovery of Strongly Related Subjects in the Undergraduate Syllabi using Data Mining	The Knowledge basic in dynamic interaction which straightforwardly influences the nature of the instructive projects in the students (Fernando, 2006).
The main Intention to Knowledge Sharing behavior : reference From Planned Behavior and Psychological Needs Perspectives	He was distinguished that perspectives for the information sharing conduct, emotional standards, and need for alliance are primary determinants of information sharing aims particularly for information laborers (Ranasinghe, 2013).
Assessing Knowledge Management Maturity level of a university library: a case study from Sri Lanka	knowledge the executives can elevate a critical help to the powerful and productive principle working of the library. Since as numerous analysts have demonstrated/finished up information the executives commitment in expanded productivity (Wijetunge, 2012).
Main Benefits gathered from dimensions of social capital and intellectual capital	The Social relations, the quantity of organizations an individual is being a part and the recurrence of connection between network individuals are distinguished as significant measurements that essentially anticipate information sharing, employment opportunities and employer stability and professional success (Wickramasinghe, V. Weliwitigoda, P. 2011, Samarasinghe 2018).
Organizational storytelling as a method of tacit knowledge transfer: Case study from a Sri Lankan university	Accounts of work" can be utilized to serve knowledge laborers in their quest for implied Knowledge (PradeepaWijetunge, 2012).
Blended learning in distance education: Sri Lankan perspective	The absence of admittance to PCs and the Internet, inadequate of foundation, low degrees of PC information, the absence of neighborhood language, and lacking proper understudy support Services at the University recognized to be significant obstructions to carrying out important web based learning exercises at the University level(T.Liyanagunawardena, 2014).
A Study ofKnowledge Sharing Practices ofCivilSocietyOrganizations in Sri Lanka	The Civil Society firms are ought to have information sharing practices and interaction installed in the framework and associated with their work and the principle hierarchical destinations, comprehensive of appropriate arranging techniques and precise execution system(Ajantha S. what's more, Dharmasiri Sutheshna Kodeeswaran, 2014).
Influence of Face-book in student's Academic Performance of Sri Lankan University	The Significance of use of Face book on University students in their academic success(S. Thuseethan, 2016).

2.4 Factors encouraging on knowledge sharing using technologies

Influential factors	Author(s)/ finding
Technology availability	A few creators like Han and Anantatmula (2007) they recognized that, the mechanical accessibility and ease of use of innovation are more huge impacts on knowledge partaking in an enormous firm.
Self-efficacy (intention, attitude & trust)	The university of Malaysia found that, individual self efficacy & social network support are help to enhance the knowledge sharing behavior among university students. Another study done by Levin in 2003 he found trust Is a one determinant of knowledge sharing environment.
Expected benefits & outcome	Importance of knowledge, hung 2011 he observes that knowledge is a critical asset of an organization; it must be shared and stored using modern technology.
Experience & culture	According to the Connelly's 2014 statement, employee's experience also one major determinant of knowledge sharing behavior in an organization. And the firm also involve with different kinds of knowledge in their organization And fahey 2015 found culture of the firm also one reason to share knowledge across the organization. Because it gives more opportunities to the firm regarding the pattern of knowledge sharing.
Social network ties& motivation	In 2013 wahlroos found social medias are strongly influencing on students knowledge sharing behavior among students. And stenmark (2016), found students can enhance their performance and knowledge sharing by their strong motivation.

3. Statement Of The Problem

Presently Knowledge is being considered as one of the most critical drivers of the economy. And it is a crucial factor and engaging people for knowledge sharing is sufficient for knowledge sharing (Alavi, 2002). Knowledge sharing contains the demand and supply of new Knowledge (Ardichvili, 2003).Van (2004), also suggested that the knowledge sharing process consists of the subsequent dimensions: Donation of Knowledge and Knowledge collection. Sharing personal Knowledge, skills, ideas, and intellectual capital by individuals with others call Knowledge donating. Whereas consulting with other employees and collecting their skills, ideas, and intellectual capital to support their work is called knowledge collecting. Knowledge has become progressively more valuable than more traditional physical or tangible assets (Dalkir. K, 2005). It also provides a better opportunity for students to boost their skills by learning together while improving their performance (Gold, 2001). Meanwhile, some students are unwilling to share their Knowledge with others (Shiah-Hou. S, 2006).

Sharing the cerebrum sets out open doors for understudies to give what they are thinking progressively. What's more, it likewise sets out open doors for understudies to talk about issues, connect with, and banter those musings utilizing various stages. Essentially, Universities can sort themselves into huge Knowledge sharing social

orders to deliver truthful information and take care of certifiable issues. Today Knowledge sharing assumes an essential part in undergraduates learning. Knowledge sharing is a critical idea for new undergraduates since it adds to a superior future. Nowadays, undergraduates' capacity in the schooling framework to share information is viewed as a crucial contributing component for progress. Today adapting now sees as a joint exertion (Yuen, 2007).

It makes inspiration and responsibility and fabricates connections and personality fundamental for Knowledge sharing and better execution (Georgiadou, 2006). The undergraduates ought to understand the sureness that the world is presently steadily turning into a learning association. Knowledge sharing is crucial for keeping an efficient running and support the economy (Gremm, 2018). Previously, a lot of studies investigated workers' Knowledge-sharing conduct (Zhang, 2015). Besides, undergraduates are hesitant to share information because of an absence of mindfulness and question of others. As indicated by Mohmood (2011), Students contain an uplifting outlook towards Knowledge sharing conduct. In this way, the schooling organizations need to establish an ideal climate that works with undergraduates to arrange and relate to their productivity. Students need to impart their contemplations and mastery to others because they do not comprehend the advantages (Agrawal, 2017). Others like sharing their insight to work with others (McLure, 2000).

This way, this examination explores the crucial components influencing undergraduates' Knowledge sharing conduct while executing the specific strategies to convince undergraduates to share their insight. This investigation will likewise give data to any association to find out about Knowledge sharing and factors influencing Knowledge sharing. Further, this current investigation's discoveries will help the administration settle on viable choices to make sound and critical human resources in an association.

3.1 Operationalization

Variable	Measurement	Source
Knowledge sharing	- knowledge sharing induce me to share my new ideas about studies with my friends - knowledge sharing would strengthen the ties between existing members in the university and myself - knowledge sharing will expand the scope of my association with other students in the university - Knowledge sharing would create strong relationships with members who have common interests in the university.	Lin, 2007
Technology availability	- Technological availability facilitates provides positives contribution to my productivity and effectiveness - Technological availability make it easier to corporate with others within the university - Technological availability provides importance support for knowledge sharing - Technological availability makes it easier for me to have knowledge that is relevant to me at my academic performance.	Hoof, 2009
Self-efficacy	- I feel that I am able to share my knowledge with colleagues to improve my performance. - I feel able to share my knowledge with people who are more expert than I am. - I feel able to share my knowledge in large groups - I learn many things by knowledge sharing with other.	Leung, & Koch, 2006
Social media tie	- I share my opinion often in this group in Social media. - I usually share valuable ideas with other students. - I frequently participate in knowledge sharing activities in Social media - Social media would facilitate to my learning processes in the university	Nam and Koo, 2016
Experience	- I feel that I am deeply involved with knowledge sharing for studies most of time - I frequently share reports, papers and notes that I prepared with other students in my university. - I frequently share reports, papers and notes prepared by others with other students. - I frequently share knowledge and research techniques based on my experience with other students in my university.	Zaqout and Abbas, 2012

4.   Significance Of The Study

Ordinarily information is a message that can be unidirectional or unrequested. In any case, the information is deciphered data by an individual's encounters and experiences inside a unique circumstance (Davenport and Prusak, 1999; Connelly and Kelloway, 2003). Knowledge sharing is right now viewed as a social marvel identified with relational connections and social Collaboration &interactions (Wu, 2012). The conversation above shows how indispensable Knowledge sharing is for the improvement of the learning system. In any case, Knowledge sharing emphatically impact by people's readiness to take part simultaneously and just revealing to them
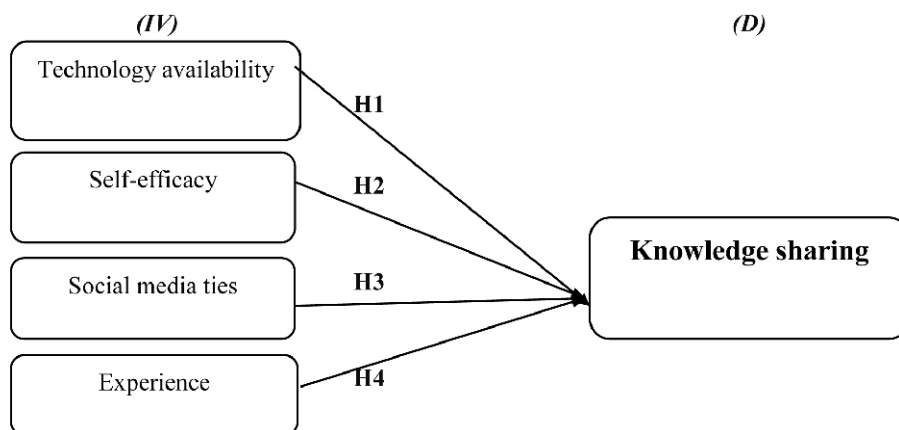
that sharing Knowledge will cause you to learn better and not naturally lead to Knowledge sharing between local area individuals. Many examinations center around discovering determinants of Knowledge sharing conduct (Chang, 2011; Sandhu, 2013; Kim, Lee, and Kim, 2012; Staples and Webster, 2008). Nonetheless, restricted consideration is committed to Knowledge sharing conduct between understudies in light of the fact that the majority of the examination considering Knowledge sharing is from authoritative and business settings.

The researcher intends to recognize the components that drive Knowledge sharing conduct between undergraduates. For that reason, the author at first audited the connected writing considering the job of Knowledge sharing activity in learning conditions. From that point onward, the researcher plans to affirm how those recognized components interface with the chose setting. Lastly, see genuine components that impact Knowledge sharing among students of a learning local area. Understanding these elements and the reasoning behind them would empower educational plan engineers, educators, and informative fashioners to foster prudent systems to establish a more helpful learning climate to work with Knowledge sharing conduct. Second, this audit closes with future exploration needs. Thusly this exploration intends to examine Knowledge sharing designs among the undergraduates of the University of Jaffna. It expect that this examination will add to additional understanding the Knowledge sharing acts of university students, which will eventually assist academicians with choosing the best ways to deal with start a more synergistic and knowledge sharing society among the undergraduates at the University of Jaffna.

5. Objectives Of The Study

1. To identify what are the factors that contribute to knowledge sharing among undergraduates.
2. To identify major essential for encouraging knowledge sharing among undergraduates.

6. Research Framework

7. Hypothesis Of The Study

H1: There is a significant impact of technology availability on Knowledge sharing behavior of the students.

H2: There is a significant impact of Self-efficacy on Knowledge sharing behavior of the students.

H3: There is a significant impact of Social media ties Knowledge sharing behavior of the students.

H4: There is a significant impact of Experience on Knowledge sharing behavior of the students.

8. Research Methodology

The main purpose of the study is that to identify the major factors determining the knowledge sharing among undergraduates. For that reason this investigation directed by utilizing quantitative technique for approach and under that review strategy additionally utilized by the Researcher. For that purpose, this study conducted a convenience sampling method of approach, and under that survey, the researcher also used it. According to Battaglia (2008), this technique is appropriate for the data collection process due to its convenience and relatively low-cost factors. Also, to rate the respondent answers multi – thing five – point likert scale was utilized by the scientist. It notices firmly concur (5), concur (4), impartial (3), deviate (2), unequivocally dissent (1).

8.1 Sample Selection

• Population and Sample

Year	Academic year	Grand Total (BBA & B.COM	BBA	B.COM
First year students	2018/2019	389	298	91
Second year students	2017/2018	380	298	82
Third year students	2016/2017	387	298	89
Fourth year students	2015/2016	370	276	94
Total Population		1526	1170	356

[Source: Dean's office of management studies & commerce, 2021]

According to Hair (2014), five cases per variable would be adequate when the latent variables have multiple indicators. Therefore 150(30*5) would be the minimum sample requirement for the study and exceeded it in the present sample because the researcher collected 250 questionnaires among the faculty of management studies and commerce in University of Jaffna. But at the same time especially undergraduate students are participated for this study.

8.2 Sources of Data

The use of the convenience sampling method and questionnaire primary data was collected for this study.

8.3 Tools used in this study

The study used frequency tables to analyze data at the descriptive level of analysis, while exploratory factor analysis was to measure the factors that encourage knowledge sharing among undergraduates. Data analysis was done through the instrumentality of the SPSS software 20.0.

9. Data Analysis

In this research to find out major factors that encourage knowledge sharing among undergraduate's students, the researcher had 27 variables. And to identify the validity and reliability test are conducted by the researcher to enhance the strength of the work. For reliability test cronbach alpha is most widely used because it helps to identify the association, data quality and internal consistency of research instruments. The satisfactory value is that if the cronbach alpha is more than 0.6 for the scale to be reliable (cronbach 1951, malhotra 2002).

9.1 Reliability and Validity

Tables

Reliability Test

Factors	Cronbach's Alpha	No of Items
Knowledge Sharing	0.863	4
Self-Efficacy (intention, Attitude)	0.833	4
Social Network Ties	0.849	4
Experience	0.835	4
Technology Availability	0.867	4

(Source: Author Developed,2021)

Kaiser – Meyer – Olkin (KMO) measure of sampling adequacy

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.950
Bartlett's Test of Sphericity	Approx. Chi-Square	10802.719
	df	1540
	Sig.	.000

(Source: Author Developed, 2021)

Based on the Nounally statements (1978), he suggested the value of cronbach alpha should be more than 0.50, present study indicates good internal consistency among the data of the research. Because all the items are contain more reliable value than 0.50. So it is acceptable range to the research work. Meantime to identify the validity of the instrument the researcher used KMO measurements because it explains sampling adequacy and appropriateness of data for the analysis. According to the Kaizer (1974), he explain if the value of KMO more than 0.90 is superior for the research. So, present study contains 0.950 values which are good for the work. And at the same time, above table shows value of Chi – Square 1080.719 (P=0.000<0.05) it indicate that data is more appropriate for the analysis in the present study. And here there is perfect association with itself and no association with other variable.

9.2 Descriptive Statistics

Descriptive Statistics

Item	No	%
01. Sex		
• Male	96	38.4
• Female	154	61.6
02. Language		
• Tamil	138	55.2
• Sinhala	112	44.8
03. Year of study		
• 1st year	110	44
• 2nd year	64	27.2
• 3rd year	48	17.6
• 4th year	28	11.2

(Source: Author Developed,2021)

According to the above Table Present study mostly female students are participated than male students, approximately two language speaking students are participated and Mostly 1st year students are contributed to this study than other respective years.

Exploratory Factor Analysis

No	Factors	Coefficient	Rotated Component	C*r	Ranking factors	Rank
1	**Technology Availability**	.268	.696	**0.186528**	0.309928	1
2	Expected Benefits	.200	.617	0.123400		
3	**Experience**	.305	.672	**0.204960**	0.204960	3
4	**Social medias ties**	.153	.724	**0.110772**	0.110772	4
5	**Self-Efficacy**	.312	.660	**0.205920**	0.205920	2

(Source: Author Developed, 2021)

9.3 Exploratory Factor Analysis

- According to ranking of factor analysis, Factor 1 indicates technology availability which is the first rank. Because, in factor 1, technology availability implies highest values of individual score and factor score compare with other factors.

- According to ranking of factor analysis, Factor 3 indicates self-efficacy which is the second rank. Because, in factor 3, self-efficacy implies highest values of individual score and factor score compare with other factors.

- According to ranking of factor analysis, Factor 5 indicates experience which is the 3rd rank. Because, in factor 5, experience implies highest values of individual score and factor score compare with other factors.

- According to ranking of factor analysis, Factor 2 indicates social Media ties which are the 4th rank. Because, in factor 2, social Medias ties implies highest values of individual score and factor score compare with other factors.

So based on the above findings author found four main determinants on knowledge sharing among students out of five factors. Because knowledge sharing support to enhance student's ability to utilize information for their personnel development. And some pillars of knowledge management promote knowledge sharing behavior particularly among students such as leadership, organization, technology and learning. In that way present study found technology availability is the main determinant for knowledge sharing behavior of students when comparing other factors.

9.4 Regression analysis

4.5.1 Coefficients Table

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.332	.181		1.836	.068
	TA	.743	.065	.742	11.433	.000
	EX	.194	.069	.177	2.791	.006
	SMT	.153	.059	.146	2.584	.011
	SE	.066	.022	.114	2.927	.004

a. Dependent Variable: KS

Model Summary Table

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.899[a]	.808	.802	.327

ANOVA Table

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.779	5	12.956	121.339	.000[b]
	Residual	15.375	144	.107		
	Total	80.155	149			

a. Dependent Variable: KS
b. Predictors: (Constant), TA, EX, SMT, SE

(Source: Author Developed, 2021)

Different relapse examination is a procedure used to quantify the huge effect of a free factor on a subordinate variable. It upholds the specialist to investigate the strength of a connection between factors in this examination. Generally speaking huge worth is (p = 0.000 or not exactly < 0.05) with F-esteem at 121.339. The outcome additionally shows the most grounded indicator of Knowledge sharing is Technology Availability. What's more, different factors additionally essentially sway Knowledge sharing like Self efficacy, Social media ties, and Experience. In this examination, every one of them tried theories (H1, H2, H3, and H4) as critical knowledge sharing indicators to p < 0.05. The outcome is likewise in accordance with past examinations' discoveries (Khesal, 2013; Samadi, 2015; Morris, 2005; George, 2004). Self-efficacy and Experience additionally have a critical relationship with information sharing. The finding is additionally reliable with past examination results (Islam, 2013; Bock, 2001; Zack, 1999). The last revelation of innovation accessibility critical relationship with knowledge sharing and supports past examinations (Morris, 2005; George, 2004).

10. Suggestions

The examination gave exact information on undergraduates' Knowledge sharing conduct in the Faculty of Management and Commerce of the University of Jaffna. This examination has shown a low degree of remuneration in the university to advance Knowledge sharing. Moreover, innovative variables are fundamental in sharing knowledge, yet they can fill in as stages. As per Cheng (2009), Knowledge sharing action is imperative to information-based organizations since it is fundamental to establish a climate that is individuals arranged instead of innovation situated. At long

last, the discoveries from this examination can assist with further developing university strategy towards Knowledge sharing projects inside grounds. Unequivocally, this investigation can make a tremendous commitment to the current writing. At long last, the research can help the students upgrade their mindfulness, liberal, and polarize to explore the future Knowledge sharing platform.

Because of these conclusions, the following recommendations emerge:

Knowledge-sharing practices ought to be additionally empowered as a culture in the University of Jaffna and spread the word about all organization employees. The executives ought to establish a climate that elevates Knowledge sharing to turn into a lifestyle for scholastics and information can stream effectively inside the foundation. Moreover, there ought to be scholastics' sharpening on the university strategy on Knowledge sharing fills in as a reminder for them to share Knowledge. Furthermore, more Knowledge-sharing exercises like a workshop, classes, preparing, etc., can help students share Knowledge because it will motivate them to share more. At the university level, it should be encouraged among students. Various Conferences and excursions should be vigorously conducted to create more awareness of knowledge sharing among students. Finally the concept of Knowledge sharing should highlight under the Knowledge management subject.

10. Conclusion

The knowledge sharing between undergraduates is seen as perhaps the most helpful and successful approach to acquire information. It upgrades the undergraduate's capacity to look for studies-related assistance from each other and works with accomplishing results of aggregate learning and assists individuals with gaining from the encounters and practices of the other. In this competitive environment all academic organization trying to apply different variety of tools & an application to enhance student's educational experience. Further recently the collaborative learning are become a very popular & effective one. But even though success of students collaborative environment its depends on knowledge sharing behavior, it gives some advantages especially for students such as, more academic achievement, improved communication, good interpersonal skills, new diverse ideas about their carriers and more confident regarding their studies. From the last two decades this knowledge management are very popular one because of this attributes such as knowledge creation, knowledge sharing, capture the knowledge and finally retaining the knowledge. Among these four elements the knowledge sharing it is very

important to build other three elements. So, this study conducted to determine the major factors encouraging on knowledge sharing among students in the higher educational level. In that way the researcher was found some factors encouraging the student's knowledge sharing behavior from the previous literature work such as, technology availability, experience, expected benefits, self-efficacy and social Media's ties. Among these all factors, this study found that all the factors significantly impact students' knowledge-sharing behavior, including technology availability, self-efficacy, social media ties, and experience. All the factors motivate them for their knowledge-sharing behavior. Finally, from the university perspective, when the university encourages students to share knowledge with others like students and lecturers, they can build a strong knowledge factory for the entire university.

12. Limitation Of The Study

The current investigation just utilized five-factor; however, other researchers can use various determinants for this examination later on. This examination confined the undergraduates, so it can't be summed up to any remaining associations. This examination centered on undergraduates students from the Faculty of Management and Commerce of the University of Jaffna. Furthermore, methodologically, the investigation utilized the solitary poll for information assortment.

13. Further Research

In the future, individuals can lead a similar report among private and state-funded universities that could likewise be embraced to decide how academic knowledge sharing in the two sorts of foundations contrasts. Future examinations can inspect factors such as goals and strict variables on undergraduates' knowledge-sharing conduct. Further investigations can specify blended strategies to expand knowledge-sharing among undergraduates in a better manner. The research recommends further study in the future on the factors determining different faculties in the universities. And can also conduct the case study method to find out the determinants of this knowledge sharing because this approach will provide an in-depth study of knowledge sharing across the different faculties in the university.

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