

Knowledge withholding

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Stellingen

1. The application of research methods that originate from academic disciplines such as history or classics can provide valuable data for studying phenomena in the field of business and psychology.
2. The analysis of rich contextual data on human behavior benefits from a relational perspective.
3. Knowledge holders may decide to withhold knowledge to promote pursuit of the common goal in the case that they assess that the consequences of not withholding the knowledge and when these are too costly.
4. Knowledge withholding is the rational, sometimes even the necessary choice when actors' outcomes are negatively interdependent.
5. Awareness of the knowledge-withholding mechanics is essential for organizations in the sense that it may counter balance the popular call to action for knowledge sharing.
6. Although in general negative and positive interdependence in knowledge withholding events are seen as phenomena that occur separated from each other, this study indicates that parties may operate in more complex situations where positive interdependence and negative interdependence co-occur.

7. The current trend of knowledge democratization may lead to a disruption of the existing knowledge-management paradigm.

8. In order for leaders to effectively manage knowledge in their teams or organization, leadership programs need to support leaders in understanding the relational antecedents of knowledge withholding.

9. Traditions may be the keepers of a standard as well as the opposers to progression.