

Doctoral Thesis Review

Doctoral Student:

Ravinda Hewa KURUPPUGE

Title of Doctoral Thesis:

The Influence of Internal Business Environment on Employees' Knowledge Sharing Intentions in Family Businesses in Sri Lanka

Reviewer:

Doc. Ing. Miloslava Chovancová, CSc.

Place of Doctoral Defence:

Faculty of Management and Economics, Tomas Bata University in Zlín, Czech Republic

Evaluation of doctoral thesis in relation to the actuality of the topic

The doctoral thesis presented by Mr. Ravinda Hewa Kuruppuge deals with highly actual and socially relevant subject of human capital at sustaining businesses owned by families in long run, and the importance of intentions to share tacit and explicit knowledge there in Sri Lankan enterprises. In contemporary business environment the company must take into consideration that sharing knowledges might be significant from the strategic point of view. That is the reason why research papers and theses like this one are welcomed and useful, additionally that can be stated that the focus of the doctoral thesis is nowadays highly topical and worthy for research, for special attention.

Evaluation of doctoral thesis in relation to accomplishment of aims and objectives

The author formulated the aims of the dissertation thesis clearly and all of them have been accomplished progressively. Not only the goals have been defined precisely, their fulfillment had natural and logical progression throughout the whole thesis. The author had found the research gap (p. 20 - 24) with support of critical literature review, and with the interest to fulfill the gap, he had identified the research problem (p. 24), formulated the research questions (p. 25) and, finally research objectives (p. 25, 26). According those, the main objective of the dissertation is to ***develop a comprehensive model in human capital through an examination of the employee's tacit and explicit knowledge sharing intentions of the case of sustaining businesses owned by families in the long-run.*** The other objectives in number of 7 are supporting consistently the main one, and creating the basis for consecutive development of the research conceptual framework. The topic of dissertation is researched in the family businesses in Sri Lankan environment.

Statement about procedure of research objectives and methodology

Presented methodology of research in the dissertation thesis confirms that Mr. Ravinda Hewa Kuruppuge masters research methods at required level. Respecting the consecution and methodology the conceptual framework is presented (p. 56 - 59) like researcher original construction based on literature; the predictor variables, outcome variables, and intervening variables defined the conceptual framework of the study. Mr. Kuruppuge followed the standard of hypotheses' formulation in number of six hypotheses which are tested to achieve the research objectives. The research is conducted by using quantitative and qualitative approach. The primary data were gathered on base of questionnaire survey and interview for employees, as well as, interview guide for owners. The methods and procedures have been chosen appropriately, and through those, the interesting results were obtained.

Statement about the procedure of research objectives and the results of dissertation thesis with the particular contribution of the student

The dissertation thesis can be characterized by logical sequence chain of solution and gradually leads to the final determination of contributions not only in the area of knowledge sharing intentions in family business in Sri Lanka but also in the sphere of knowledge management at all. There are benefits of the study, to develop a comprehensive model in human capital through an examination of the employee's tacit and explicit knowledge sharing intentions of the case of sustaining businesses owned by families in the long-run. This type of systematic and comprehensive study has not been carried out in the country of Sri Lanka, so far. Consequently the dissertation thesis presents the Conclusions as well as Direction for future research. I consider these parts to be high quality and suitable, too.

This thesis is regarded as significant and important for the development of scientific field. Thesis is from the point of view of formal arrangement at very good level. The overall work with text is at appropriate level and structure of the thesis helps the reader to orient himself easily in the text. I state that the classified dissertation thesis accomplishes high standards and all requirements connected with this kind of qualification theses.

Statement about the student's publications

All presented publications of the doctoral student in Doctoral Thesis are related to the examined topic, and because of that, student is entitled to proceed to the state doctoral thesis defence.

Question suggestion for the student for further discussion:

According your Direction for Future Research (p. 132, 133) you recommend to apply the same or similar research at different cultural setting:

- *Could you, please, explain what might be the crucial points of "knowledge sharing" at diverse culture?*
- *What variables will be important to study? Could you present some examples?*

Definite statement of the reviewer on fulfilment of Doctoral Thesis evaluation

I definitely recommend the doctoral thesis for the defense, and in case of successful ensuing process, I recommend to confer the degree of doctor (Ph.D.) on Mr. Ravindra Hewa Kuruppuge.

In Zlín , June 12, 2018

A handwritten signature in blue ink, appearing to read 'Miloslava Chovancová', written in a cursive style.

Miloslava Chovancová