



Knowledge Management Practices and Skill Acquisition Among Academic Staff in Selected Federal Universities in Southwest, Nigeria

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Abstract

In achieving sustainable organisational goals, efficient Knowledge Management Practices (KMP) are crucial to managing businesses and educational institutions as KMPs focus on bridging the skill gaps among the employees. However, the challenge of Poor knowledge management which has consistently plagued the workforce at public universities, leading to a lack of required skills has necessitated research into the core area of educational development in Nigeria. This study investigated the effect of Knowledge Management Practices (KMPs) on the skill acquisition of academic staff of selected Federal Universities in South-West, Nigeria. The study adopted a survey research design and data were collected using a structured questionnaire from 884 respondents out of the total population of 5720 academic staff of the Federal University in South West Nigeria. The stratified sampling technique was employed in the selection of the sample size. The study objectives were analyzed using both descriptive (Mean and Standard Deviation) and inferential statistics Partial Least Square in Structural (PLS) Equation Modelling. The result of the first objective showed a significant and positive relationship between academic knowledge management practices and skill acquisition in higher institutions in South West, Nigeria. The path coefficient revealed ($\beta = 0.461$, $t = 14.589$, $P < 0.05$). The study concludes that KMPs are a strong predictor of skill acquisition. Therefore, the study recommends that University management should endeavour to improve their knowledge management practices to improve the skill acquisition among their academic staff. They should provide support for developing their academic staff through training which can improve their knowledge base.

Keywords: Knowledge application, Knowledge creation, Knowledge discovery, Knowledge sharing, Knowledge management practices, Skills acquisition

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