



The Unknown Side of Neurotic Individuals

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ABSTRACT

This paper aimed to explore the relationship between neurotic personality traits and knowledge hiding behaviour. Thus, the study analyses the relationship between neuroticism personality traits and three different dimensions of knowledge hiding behavior. (playing dumb, rationalized hiding and evasive hiding). It was designed as a quantitative study. The data was collected from 239 undergraduates from Sri Lanka universities. The sample was selected using the snowball sampling technique, and questionnaire method were used to collect data. Correlation analysis was used as analysis technique. Results suggested that neuroticism personality trait was negatively correlated with knowledge hiding dimensions. The findings showed a negative relationship between the knowledge hiding dimensions (playing dumb, evasive hiding, and rationalized hiding). Very few studies have been conducted to explore the knowledge hiding behavior based on the personality trait, especially neuroticism. Thus, the particular study fills this gap in the literature. Exploring knowledge hiding behavior is vital as knowledge hiding may bring destructive outcomes. This study brings ample practical implications and provides insights for many researchers to research further in this area. The researcher believes that the findings will attract practitioners in the educational context and organizational contexts.

Keywords: *evasive hiding, knowledge hiding, neuroticism, playing dumb, rationalized hiding*