Optimizing Inter-Organizational Knowledge Transfer for Enhanced Decision-Making in Transnational Corporations

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Abstract. In the rapidly evolving landscape of transnational corporations (TNCs), effective inter-organizational knowledge transfer is pivotal for informed decision-making and competitive advantage. This study employs a mixed-methods approach to examine the mechanisms and barriers of knowledge dissemination across global subsidiaries. Our findings reveal that aligning organizational culture with knowledge management strategies significantly enhances the efficiency of knowledge transfer, thus positively impacting strategic decision outcomes. Implications for management practices are profound, offering insights into fostering a learning-oriented environment that supports sustainable growth.

Keywords: Transnational corporations, Knowledge transfer, Decision-making, Organizational culture, Knowledge management, Global subsidiaries, Strategic agility, Sustainable growth, Competitive advantage

Introduction

In today's hyper-connected global economy, transnational corporations (TNCs) face mounting pressure to optimize their decision-making processes to maintain competitive advantage. A critical element in this optimization is the efficient transfer of knowledge across various subsidiaries dispersed internationally. Knowledge transfer within TNCs is

often hindered by cultural, structural, and technological barriers, which can impede decision-making and strategic agility. Addressing these challenges requires an in-depth understanding of the interplay between organizational culture and knowledge management strategies. This paper investigates the mechanisms of inter-organizational knowledge transfer that facilitate or obstruct effective decision-making in TNCs. Through a rigorous mixed-methods approach, we have analyzed data from multiple subsidiaries to identify key factors influencing knowledge dissemination. Our research highlights the importance of cultivating a knowledge-sharing culture aligned with strategic objectives to enhance decision-making efficiency. The structure of this article is as follows: Section 2 reviews the literature on knowledge transfer in TNCs, focusing on theoretical perspectives and empirical studies. Section 3 details the methodology, encompassing both qualitative and quantitative analyses. Section 4 presents the findings, discussing the interplay between cultural alignment and knowledge management. Section 5 concludes with managerial implications and future research directions.

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References

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