

The Impact of Intellectual Capital on Innovation: The Mediating Role of Knowledge Sharing - An Applied Study in Hikma

Pharmaceutical Companies

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Abstract

The study aimed to analyze the impact of intellectual capital on innovation: through sharing knowledge as a mediating variable. An applied study in Hikma pharmaceutical companies, the descriptive analytical approach was used. The study population consisted of all workers in Jordanian pharmaceutical companies, who numbered (2,380) workers from workers in Hikma pharmaceutical companies, who numbered (361), using a simple random sampling method. 346 questionnaires were subjected to analysis. The study reached the following results: There is a statistically significant effect at the level of the significance ($\alpha \leq 0.05$) of intellectual capital in its dimensions (human capital, structural capital, social capital) on product innovation in Hikma pharmaceutical companies. There is a statistically significant effect at the significance level ($\alpha \leq 0.05$) of intellectual capital on knowledge sharing. In Hikma Pharmaceutical companies, there is a statistically significant effect at the significance level ($\alpha \leq 0.05$) of knowledge sharing on innovation in Hikma Pharmaceutical companies, and there is a statistically significant effect at the significance level ($\alpha \leq 0.05$) of intellectual capital on knowledge sharing in Hikma

Pharmaceutical companies. Wisdom medicines in light of knowledge sharing as a mediating variable.

The study recommended Improving intellectual capital and making it more open, exchanging experiences, and receptive to the required change processes by searching for sufficient means through which intellectual capital can be strengthened in business organizations, leading to the development process in products and services.

Keywords: intellectual capital, innovation, knowledge sharing, Hikma pharmaceutical companies.