

# INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS & SOCIAL SCIENCES



## Performance Monitoring and Knowledge Worker Productivity

Muneer Al Dwaikat, Kartinah Ayupp, Yousef Ahmad Alolabi

To Link this Article: <http://dx.doi.org/10.6007/IJARBSS/v12-i7/14164> DOI:10.6007/IJARBSS/v12-i7/14164

*Received:* 10 May 2022, *Revised:* 15 June 2022, *Accepted:* 29 June 2022

**Published Online:** 13 July 2022

**In-Text Citation:** (Al Dwaikat et al., 2022)

**To Cite this Article:** Al Dwaikat, M., Ayupp, K., & Alolabi, Y. A. (2022). Performance Monitoring and Knowledge Worker Productivity. *International Journal of Academic Research in Business and Social Sciences*. 12(7), 386 – 406.

**Copyright:** © 2022 The Author(s)

Published by Human Resource Management Academic Research Society ([www.hrmars.com](http://www.hrmars.com))

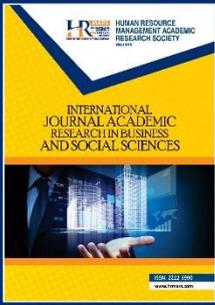
This article is published under the Creative Commons Attribution (CC BY 4.0) license. Anyone may reproduce, distribute, translate and create derivative works of this article (for both commercial and non-commercial purposes), subject to full attribution to the original publication and authors. The full terms of this license may be seen at: <http://creativecommons.org/licenses/by/4.0/legalcode>

**Vol. 12, No. 7, 2022, Pg. 386 – 406**

<http://hrmars.com/index.php/pages/detail/IJARBSS>

JOURNAL HOMEPAGE

Full Terms & Conditions of access and use can be found at  
<http://hrmars.com/index.php/pages/detail/publication-ethics>



# INTERNATIONAL JOURNAL OF ACADEMIC RESEARCH IN BUSINESS & SOCIAL SCIENCES



[www.hrmars.com](http://www.hrmars.com)

ISSN: 2222-6990

## Performance Monitoring and Knowledge Worker Productivity

Muneer Al Dwaikat, Associate Professor Dr. Kartinah Ayupp,  
Yousef Ahmad Alolabi

Universiti Malaysia Sarawak Kota Samarahan, Sarawak, Malaysia

Email: [maldwaikat@yahoo.com](mailto:maldwaikat@yahoo.com), [akartinah@unimas.my](mailto:akartinah@unimas.my), [y.olabi@gmail.com](mailto:y.olabi@gmail.com)

### Abstract

This study aims at developing a conceptual model depicting the interrelationship of employee performance monitoring, stress, knowledge management, and knowledge worker productivity. In this study, past research related to employee performance monitoring and knowledge worker productivity is used as base research to identify the study's constructs and develop the conceptual model. The final emerges model, which may be tested quantitatively, has four constructs. These are employee performance monitoring, stress, knowledge management, and knowledge worker productivity. In the finally evolved model, employee performance monitoring acts as the exogenous variable, knowledge worker productivity as the endogenous variable, and stress and knowledge management as mediators.

**Keywords:** Employee Performance Monitoring, Knowledge Management, Performance Management, Knowledge Worker Productivity.

### Introduction

Both stress and the management of one's knowledge are essential intervening variables that must be understood in order to comprehend employee performance monitoring and knowledge worker productivity. The monitoring of employee performance and its impact on stress, the management of knowledge, and the productivity of knowledge workers are three of the primary focus areas of this research. The purpose of this study is to conduct a literature review on the previously published work in these fields. Discussion on this topic will clearly explain the relationships among the key variables demonstrated in this study. This study elaborates on relevant concepts and definitions and discusses knowledge worker productivity and sub-dimensions. Next, the discussion moves into employee performance monitoring, its sub-dimensions, and its role in knowledge management. Finally, the study entails the mediating and serial mediating roles of stress and knowledge management in employee performance monitoring and knowledge worker productivity. There are three significant contributions attributable to this study. To begin, stress is introduced as a mediating factor. The introduction of knowledge management as a mediator is the second contribution. stress management and knowledge management have a serial mediation role on productivity among knowledge workers.