

KNOWLEDGE TRANSFER AND INNOVATION: THE CASE OF INTERNATIONAL FACULTY IN A HIGHER EDUCATION INSTITUTION

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Abstract:

In the field of international human resource management, a widely held assumption identifies expatriation as a completely enriching experience which provides employees with knowledge of high value and contributes to enhancing general management capacity (Sanchez et al., 2016). This research investigates the effect of expatriation on knowledge transfer as a driver for innovation and performance. The study uses the case of international faculty in a higher education institution to shed light on the interplay between sharing international experiences, facilitating knowledge transfer, and generating value. Following a thorough literature review, research on knowledge transfer processes within the education sector remains limited. We still have little guidance on the mechanisms enabling knowledge transfer inside universities, particularly when promoting faculty mobility or hiring international faculty and researchers. This research adopts a single case study method while using Al Akhawayn University in Ifrane, an international higher education institution, as a context of investigation. The study involved international faculty from the schools of engineering, business, and humanities and also Moroccan faculty who received their education abroad to explore the processes of experience and knowledge sharing among diverse workforce and how such processes could lead to creating a space for knowledge transfer that enables in turn better innovation and performance. The findings of this research lay the foundations of a theoretical framework integrating knowledge transfer and value generation dynamics within the context of higher education.

Keywords: Expatriation, workforce diversity, knowledge transfer, innovation, performance