

**ANTECEDENTS AND CONSEQUENCES OF INTELLECTUAL CAPITAL:
THE ROLE OF SOCIAL CAPITAL, KNOWLEDGE SHARING AND
INNOVATION IN COMMERCIAL BANKS IN AMPARA DISTRICT**

BY

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ABSTRACT

There is considerable research examining the antecedents and consequences of intellectual capital. In comparison, there is disproportionately less research examining the antecedents and consequences of intellectual capital. This study aims to propose and test an appraisal emotive framework of the effects of employees' behaviors on antecedents and consequences of intellectual capital. Proportionate stratified sampling method was used to calculate the sample. A survey on 250 employees of banks in Ampara district has been conducted to test the model. These effects are mediated by knowledge sharing and intellectual capital. The findings reveal that strategic management of social capital, knowledge sharing and intellectual capital can influence innovation, while organizations often provide training to enhance employees' in social capital and knowledge sharing to deliver higher intellectual capital to gain innovation, they should also recognize and encourage employees' knowledge sharing as a means of increasing intellectual capital.

The findings show that social capital negatively effect on innovation after the mediation of intellectual capital and knowledge sharing partially mediate the effect of social capital on intellectual capital in the banking industry from selected six commercial banks. These findings are new and contribute to the literatures on antecedents and consequences of intellectual capital, the role of social capital, knowledge sharing and innovation.

Keywords *Intellectual capital, Social capital, Knowledge sharing, Innovation.*

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