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Vissanu Zumitzavan · Jonathan Michie

# Personal Knowledge Management, Leadership Styles, and Organisational Performance

A Case Study of the Healthcare Industry  
in Thailand

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Vissanu Zumitzavan  
Jonathan Michie

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# **Abstract**

This research scrutinises the connection between the demographics of respondents, their personal knowledge management (PKM) skills, their leadership styles and the performance and size of their organisations; it investigates to what degree the PKM and leadership styles of top management are advantageous to the healthcare industry. Survey questionnaires were distributed to 1,000 top managers of hospitals in Thailand, and responses were received from 539. Various statistical techniques were applied to test our hypotheses, including descriptive statistics, correlations and multiple regression analysis. Results indicate that PKM and leadership styles are statistically associated with positive organisational performance. The findings also show that the relationship between PKM and organisational performance is mediated by the leadership styles.