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the idea was revised
from



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The Theory of Planned Behaviour (TPB) is essentially an extension of the Theory of Reasoned Action (TRA) that includes measures perceived behavioural control (Ajzen, 1991). TPB defines the individual's intention to perform a given behaviour. Intentions here are assumed to capture the motivational factors that derive the individual behaviour in terms of their effort, willingness to perform the behaviour (Ajzen, 1985, Ajzen, 1991). In TPB, the assumption might be when the stronger the intention Attitude Subjective Norms Intention to Knowledge Sharing Knowledge Sharing Behaviour to engage in behaviour, the more likely should be its performance (Ajzen, 1991). The intention should be clear and precise so as to know the direction of what the individual wants to get and therefore reflects what the individual behaviour that is decided to perform in certain ways. The idea was revised from TRA that believes the intention of individual behaviour is influenced by the attitude, social norms, and additional new dimension as introduced by Ajzen (1991) is perceived control behaviour (PCB).

Most of the theories on the subject of cultural diversity within organisations bring up positive outcomes and negative outcomes. It further implies that how these are managed affects which one of these are enhanced (Parekh, 2001). However, for the management of cultural diversity to have positive outcomes, the people that are involved need to participate a great deal in making the situation work (Cox and Blake, 1991, Dass and Parker, 1999). The individual factor is an aspect that is missing from the theories that are found about cultural diversity. If everybody involved in an

organisation are determined in the belief that " my way is the best way" it is difficult to manage the situation to create positive outcomes