

"A man is  
great by  
deeds, not by  
birth"  
-Chanakya

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**Working remotely and feeling lonely? –  
Work characteristics and the role of knowledge hiding**

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**Working remotely and feeling lonely? –  
Work characteristics and the role of knowledge hiding**

**Abstract:**

This research investigates the impact and implication of perceived knowledge hiding in remote jobs from the lens of knowledge seekers using social information processing theory. A survey-based field study of 500 mid-level executives working in teams in knowledge-intensive jobs was used to test the hypothesized model of antecedents and consequence of knowledge hiding. The study examines job characteristics, i.e., perceived conflicts as antecedents and work loneliness as an outcome of perceived knowledge hiding. It further investigates the mediating role of knowledge hiding in the relationship between role and task conflicts and workplace loneliness. The results support the hypothesized framework. This study highlights the challenges knowledge-intensive jobs face in remote setups in the context of knowledge management. The study offers implications for future research and practice.



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