

1. Anand, P., & Hassan, Y. (2019). Knowledge hiding in organizations: Everything that managers need to know. *Development and Learning in Organizations: An International Journal*, 33(6), 12–15.

In the article, Anand P. and Hassan Y. (2019) examine the phenomenon of knowledge hiding in organizations by showcasing how it affects employee performance and by extension the organizations themselves. The authors break down the types for knowledge hiding in three categories: rationalized hiding, in which the employee provides justifications to the unavailability of information; evasive hiding, withholding essential information from another person; and playing dumb, i.e. showing a false lack of knowledge on the subject. Furthermore, the paper presents a comprehensive list of causes behind employees' motivation to partake in knowledge hiding. These factors include person-related, job-related, coworker-related, and organization-related causes. A strength of this particular article consists in the presence of suggested remedies presented in a succinct and understandable manners. Moreover, the article acknowledges the lack of studies on this matter and calls to action the managers on this particular issue.

2. Issac, A. C., & Baral, R. (2018). Dissecting knowledge hiding: A note on what it is and what it is not. *Human Resource Management International Digest*, 26(7), 20–24.

This article written by Issac A. C. and Baral, R. (2018) aims to delve deeper into what knowledge hiding is in theory. The authors also cite other works which have conducted studies on individual's intentional attempts to hide knowledge. Thus, it is believed that more than 75% of employees in organizations hide certain knowledge from their peers. Moreover, the article suggests a strong difference between knowledge hiding and outright deception, stating that there is a reluctance from the workers to trade information even when they are rewarded for that behaviour. This study is valuable due to the more in-depth approach to the subject and the hard lines it draws between what the topic covers and how it differs from other preconceived notions.

3. Farooq, R., & Sultana, A. (2021). Abusive supervision and its relationship with knowledge hiding: The mediating role of distrust. *International Journal of Innovation Science*, 13(5), 709–731.

This study conducted by Farooq R. and Sultana, A. (2021) focuses on the impact abusive supervisors have on the employees' desire to hide information. The strength of this study is that it specialises in this relationship and draws hypotheses about the direct effect abusive behaviour has on knowledge hiding, due to the mistrust and feeling of injustice it creates in the employees. Another argument this study makes is that inefficient knowledge sharing costs companies millions in productivity, due to the inherent nature knowledge plays in a company's work flow. The implications drawn from this study suggest the importance this topic has on modern day management and addresses the limitations it has, whilst simultaneously calling for more research on this particular topic.