

Opponents review of doctoral dissertation

Topic of Dissertation Thesis: The Influence of Internal Business Environment on Employees' Knowledge Sharing Intentions in Family Businesses in Sri Lanka

Author: Ravindra Hewa Kuruppuge

The dissertation thesis contains 149 pages of text and 22 pages of attachments.

1. Introduction

In his dissertation thesis, the dissertant deals with the current topic of the contemporary family business. Family business plays a significant role in national and in the world economy. Family business becomes a very current issue of the present age. The dissertation is divided into 7 chapters and conclusions.

In the first chapter the dissertant defined an introduction to the dissertation. In the subchapters, the dissertant also clearly defined the aims of the dissertation and research questions. I consider the goals and research questions to be adequate for the dissertation work. I consider "Chapter 1.7 Overview of Dissertation" to be very necessary. This chapter contributes to the comprehensibility and logical organization of the dissertation. Figure 1.2 "The structure of the dissertation" can then be understood as a conceptual scheme of the dissertation thesis.

In chapter 2 and 3, the dissertant gives an analysis of the current state of the problem solved and the theoretical framework. I highly appreciate that the author draws on the system concept of a family business. There is also a clear definition of terms and professional terminology. I consider this chapter very important. This chapter is handled well. It can be considered that the author is based on research work on family business.

In Chapter 4, the dissertant proposed a conceptual model of research and also hypotheses. Conceptual model and hypothesis are designed to study relevant literature. There are no comments and I agree with the proposed model and the hypotheses built.

In chapter 5 the dissertant presents the procedures and methods of the dissertation. This part is sufficiently supported by citations of the relevant literature from which the author was based on the methodology. The emphasis of the dissertant was on the combination of quantitative and qualitative approach. The selected methods are relevant to the problem investigated and to the level of dissertation. I have no comments on these methods and approaches.

The most important part of the dissertation is the data analysis presented in chapters 6 and 7. I appreciate the division of research into two parts of quantitative and qualitative research. This approach has deepened the knowledge of the problem. I have no critical comments on the questionnaire and on the structure of questions in in-depth interviews.

Chapter 8 Conclusion is a logical summary of the dissertation. Here, I favor the definition of family business research in the future. This chapter offers benefits for science, practice and pedagogy. The chapter is very good without major comments.

I consider the list of literary sources used at the conclusion of the dissertation to be very extensive. It is sufficient and good.

I do not have fundamental comments on the structure of the dissertation. I believe that the structure corresponds to the structure of the dissertations at the other universities in the Czech Republic and at the universities in the Western countries. The work is at a very good formal and graphic level. On the basis of the above, I believe that the dissertation work accomplished the goals of the dissertation and developed it into very interesting proposals, which will surely find practical application.

2. Overall rating

For the overall evaluation of the quality of the dissertation thesis, the criteria for the dissertation thesis, commonly used in Western universities and in the Czech Republic, were used. Criteria and assessment of the dissertation are listed in the following table:

Order number	Criteria for evaluation	Unacceptable			Average/ good				Great		
		1	2	3	4	5	6	7	8	9	10
1.	Scientific relevance, work benefits, novelty of ideas and methods									X	
2.	Current and meaningful purpose of work								X		
3.	Mapping the state of the studied area on the basis of world literature, state analysis (strengths and weaknesses with respect to current requirements on solved problems)									X	
4.	Practical significance (applicability of work results)								X		
5.	Specification of the area under consideration										X
6.	Definition of the purpose of the work									X	
7.	Methodology of achieving the stated goal									X	
8.	Definitions of terms used								X		
9.	Structure of text and clarity of expression										X
10.	Formal level of work										X

As is clear from the above evaluation table, it is an excellent dissertation (Ø 9.0).

3. Detailed comments and queries

I can submit the following comments to the individual chapters, respectively to ask questions:

- Chap. 1:
 - What is the logic of the relationship between research goals and research questions? On the basis of what postulate did these research questions have been identified?
- Chap. 2 and 3:

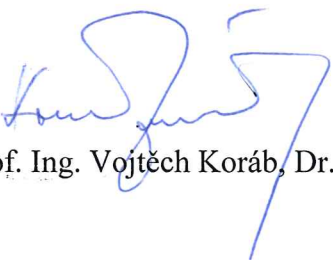
- Specify which literary scientific resources you can define the current state of scientific knowledge in your research area.
- Chap. 5:
 - How were companies selected for quantitative and qualitative research?

3. Conclusion

The dissertation has a clearly defined objective as well as research questions. Research methodology has been well designed. The realization of the researches clearly demonstrates the author's ability to work independently. The results of the dissertation are important for both theory and practice. The results can also be used in pedagogy in teaching at university level.

Because the thesis meets the requirements of the dissertation work and the aim of the work was fulfilled, I recommend work to **accept** and after successful defense grant to Mr. Ravindra Hewa Kuruppuge the title PhD.

In Brno on 21st May 2018



prof. Ing. Vojtěch Koráb, Dr., MBA

