Tacit Knowledge Transfer

Organizational Mobile Social Networking

Involvement with Communities-of-Practice

Virtualness

**Figure 1. Conceptual Framework**

Organizational Mobile Social Networking

Frequency of mobile social networking between members

Virtualness

Percentage of team contact using communications technologies

Percentage of team tasks performed in absence of team members

(Tacit Knowledge Transfer)

Perceived level of conflict amongst team members

Frequency of contact with CoPs

**Figure 2. Research Model**