

Extending the Theory of Planned Behavior with Self-Efficacy to Explain Clinical Knowledge Sharing Behavior Among General Practitioners in Indonesia: A Systematic Literature Review

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ABSTRACT

Keywords:

Theory of Planned Behavior;
Knowledge sharing behavior;
Knowledge sharing intention;
General Practitioners;
Primary Health Service;
Self-efficacy;
Indonesia.

Abstract: The low practice of clinical knowledge sharing among Indonesian general practitioners has the potential to increase the risk of medical errors and weaken the quality of primary health services. This study aims to map and synthesize empirical evidence regarding the role of Theory of Planned Behavior (TPB) in explaining clinical knowledge sharing intentions and behaviors, focusing on attitude constructs, subjective norms, perceived behavioral control, self-efficacy, and knowledge sharing intention as mediators. The method used is a Systematic Literature Review (SLR) based on the PRISMA protocol, with literature sources from Google Scholar, SINTA, and Scopus in the 2021–2026 range, resulting in 15 articles that meet the inclusion criteria. The synthesis shows that attitude is the most consistent predictor of intention, self-efficacy strengthens perceived behavioral control, and intention acts as a critical mediator between cognitive factors and actual behavior. These findings confirm the urgency of SDG-based interventions in general practitioner professional development programs in Indonesia.

Kata Kunci:

Teori perilaku terencana;
Perilaku berbagi
pengetahuan;
Niat berbagi pengetahuan;
Dokter umum;
Layanan Kesehatan primer;
Efikasi diri;
Indonesia.

Abstrak: Rendahnya praktik berbagi pengetahuan klinis di kalangan dokter umum Indonesia berpotensi meningkatkan risiko kesalahan medis dan melemahkan kualitas layanan kesehatan primer. Penelitian ini bertujuan untuk memetakan dan mensintesis bukti empiris mengenai peran Teori Perilaku Terencana (TPB) dalam menjelaskan niat dan perilaku berbagi pengetahuan klinis, dengan fokus pada konstruk sikap, norma subjektif, kontrol perilaku yang dirasakan, efikasi diri, dan niat berbagi pengetahuan sebagai variabel mediator. Metode yang digunakan adalah Tinjauan Pustaka Sistematis (SLR) berdasarkan protokol PRISMA, dengan sumber literatur dari Google Scholar, SINTA, dan Scopus pada rentang tahun 2021–2026, yang menghasilkan 15 artikel yang memenuhi kriteria inklusi. Sintesis menunjukkan bahwa sikap merupakan prediktor yang paling konsisten terhadap niat, efikasi diri memperkuat kontrol perilaku yang dirasakan, dan niat berperan sebagai mediator kritis antara faktor kognitif dan perilaku aktual. Temuan ini menegaskan urgensi intervensi berbasis Tujuan Pembangunan Berkelanjutan (SDG) dalam program.

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A. INTRODUCTION

As organizations become more complex and knowledge-driven, individuals' ability to share knowledge collaboratively has become essential for creating value and improving service quality. Knowledge sharing goes beyond merely exchanging information; it is a social process that transforms individual mental assets into the organization's shared capital Field (Wang & Noe, 2010). Yet, a key challenge in organizational practice is that awareness of the importance of sharing knowledge does not always translate into action. This gap between intention and behavior represents a significant paradox in organizational behavior studies, particularly in the public service sector, where it directly affects human safety.

The healthcare industry depends significantly on dynamic knowledge exchange, particularly for experience-based clinical decisions, updates in medical science, and complex, high-stakes cases.

Since medical knowledge is continuously evolving and context-dependent, limited sharing among healthcare providers can directly impact care quality and pose safety risks. Research by Field Gabbay & May (2004) found that doctors often do not rely solely on formal guidelines in their daily practice. Instead, they depend on '*Mindlines*'—implicit, collective knowledge shaped through social interactions and professional experiences over time. These *Mindlines* flourish via informal chats, case discussions, and peer reflection. Thus, disrupting clinical knowledge sharing can weaken these *Mindlines*, which are essential for sound medical decision-making.

In Indonesia, general practitioners are essential as the frontline providers in primary health care, particularly under the National Health Insurance (JKN) system. They handle initial assessments, diagnoses, and referral decisions that directly affect patient safety and continuity of care. Nonetheless, empirical evidence shows frequent clinical assessment errors at this level, including misdiagnoses, delays, and subpar referral decisions. The Indonesian Honorary Council for Medical Discipline (MKDKI) reported that approximately 80% of the 127 complaints received involved poor communication by doctors, highlighting issues in information and knowledge exchange within medical practice (Omotayo & Orimolade, 2020). These issues are worsened by heavy workloads, a variety of case types, and the ongoing requirement for Continuous Professional Development (CPD). These factors restrict opportunities for professional collaboration and encourage a silo mentality.

In healthcare, silo mentality arises from fragmented work, pressure on individual performance, and poor coordination among professionals. Indonesian general practitioners (GPs) are well-informed about their role as Gatekeepers; however, their attitudes toward this role tend to be less positive. This discrepancy between clinical knowledge and practice suggests the influence of behavioral factors, attitudes, and working conditions. Such weak support for collaborative behavior can perpetuate silo mentalities, hinder knowledge sharing, and raise the likelihood of clinical errors in primary care.

To explore the psychological roots behind this suboptimal knowledge-sharing behavior, the Theory of Planned Behavior (TPB), first introduced by Ajzen (1991), offers a thorough and pertinent framework. According to the TPB, behavior results from intentions, which are shaped by three main factors: attitudes towards the behavior (*Knowledge Sharing Attitude*), subjective norms (*Knowledge Sharing Subjective Norm*), and perceived behavioral control (*Knowledge Sharing Perceived Behavioral Control*). Recent developments in the theory emphasize self-efficacy as a key factor that enhances perceived behavioral control in knowledge-sharing activities (Bandura, 1998). Self-efficacy refers to the confidence in one's capacity to share knowledge effectively, even in hierarchical and competitive settings. In healthcare, having low self-efficacy can hinder knowledge sharing, despite having a positive attitude.

Previous research provides a strong empirical foundation but also highlights multiple gaps. In a pioneering study exploring knowledge-sharing behavior among doctors through the lens of the Theory of Reasoned Action (TRA) and the SDGs, the authors found that subjective norms and attitudes significantly affect knowledge-sharing intentions, while perceived behavioral control had a comparatively weaker impact. This confirms that psychological and social factors influence doctors' knowledge-sharing behavior more significantly than system or technological factors. Additionally, it study expands the SDG framework by demonstrating that knowledge-sharing intentions mediate between attitudes toward sharing, self-efficacy, and actual sharing behavior, though its scope is limited to Bangladesh's information technology sector. Other research has found that the influence of subjective norms and perceived behavioral control on intention varies, especially in highly autonomous areas like medicine (Mafabi et al., 2017; Ryu et al., 2003).

A key gap in existing research is the scarcity of empirical studies that examine how general practitioners in Indonesia share knowledge within the SDG framework and employ methods that can test mediation effects simultaneously. Most prior research has been conducted outside the health

sector or in countries with different healthcare systems, cultures, and work environments. Furthermore, the role of knowledge-sharing intentions as a mediator, linking factors such as attitudes, subjective norms, perceived behavioral control, and self-efficacy to actual sharing behaviors has not been thoroughly examined in Indonesia's rapidly evolving and demanding primary healthcare environment.

Considering the urgency of academic and practical issues, this study intends to perform a systematic literature review (SLR) to map, synthesize, and assess existing empirical evidence on how TPB influences clinical knowledge-sharing intentions and behaviors. This study specifically focuses on general practitioners in Indonesia and examines how the intention to share knowledge mediates the link between individual cognitive factors, including attitudes, subjective norms, perceived behavioral control, and self-efficacy, and actual knowledge-sharing behavior. The results are expected to enrich the literature on knowledge management within the medical field and provide a solid empirical basis for developing health human resource policies, designing continuing professional development (CPD) programs that foster a collaborative culture, and creating organizational strategies to address silo mentality issues in Indonesia's primary health care facilities.

B. LITERATURE REVIEW

1. Development of the Theory of Planned Behavior

The understanding of human behavior in social psychology has developed over several stages. In the stimulus-organism-response (S-O-R) model, behavior is seen as a quantifiable response to external stimuli. However, this perspective was seen as too simplistic to explain the complexity of individual decision-making, since stimuli do not always directly lead to behavior without involving cognitive processes and intentions. To address these limitations, Ajzen and Fishbein began exploring the link between attitudes and behavior in the mid-20th century. Their joint survey and literature review in 1969, led by Wicker, concluded that people are generally rational enough to consider the consequences of their actions before deciding to act or refrain (Marhayani, 2013).

This approach is founded on the Theory of Reasoned Action (TRA), created by Fishbein & Ajzen in 1975. TRA proposes that an individual's intentions are primarily shaped by their attitude toward a behavior and the perceived social pressure, known as Subjective Norm. While TRA effectively explains many planned behaviors, it has a key flaw: it assumes individuals have full control over their actions. Evidence shows that this isn't always true. In many real-life situations, people lack complete control over their willingness or ability to act, especially when faced with barriers such as limited resources or skills. This limitation prompted the creation of the Theory of Planned Behavior (TPB), which builds upon TRA by including a third factor: perceived behavioral control (PBC). This factor indicates how easy or difficult a person perceives performing the behavior to be.

2. Application of the Concept of the Theory of Planned Behavior in Various Contexts

The SDG framework has proven to be highly adaptable across various fields. Since its introduction, TPB is no longer the exclusive domain of social psychology but has penetrated various research domains. In the field of information technology, Eni et al. (2025) Irshaidat & Khasawneh (2017) applied the TPB will analyze how knowledge-sharing occurs within the digital competency-based sector. In the health sector, Hagger & Hamilton (2025), Vijayakumar et al. (2025), and Ryu et al. (2003) have used this framework to understand medical personnel intentions and behaviors.

Furthermore, the SDGs have also been applied to understand socially negative behaviors, such as corruption and crime, where positive attitudes towards deviant behavior, permissive social norms, and high perceptions of control have proven to be the main predictors. This shows that the SDGs are not only relevant to prosocial behavior but can also explain the psychological dynamics underlying behaviors that harm society. This application demonstrates that the fundamental

components of the SDGs, attitude, subjective norms, and perceived behavioral control, are broadly valid across different contexts. However, the prominence of each component may differ based on the population's traits and the specific organizational setting.

3. Application of the Theory of Planned Behavior in the Context of Knowledge Sharing Behavior

Knowledge sharing is conceptualized as an individual's evaluative attitude encompassing beliefs, attitudes, and experiences, and is voluntarily shared with others (Ajzen, 1991; Bock et al., 2005). It goes beyond simple information transfer, functioning as a social process in which individuals exchange knowledge and experiences to enhance collective learning and generate new insights. This process involves a dynamic interplay between externalization (sharing knowledge), whether consciously or unconsciously, and internalization (receiving and reconstructing knowledge from others). Its success depends heavily on harmony among individuals and groups, but differences in language, culture, space, time, or mental and conceptual frameworks can hinder it.

TPB provides a strong starting point for explaining knowledge-sharing intentions and behaviors (Wang & Noe, 2010). Practice Knowledge Sharing: As a strategic resource, it is influenced by various determinants, ranging from the process of its formation to contextual factors that affect its activities (Zheng, 2017). In the Attitude dimension, earlier research (Bock et al., 2005; Lin, 2007) indicates that a positive perception of knowledge sharing impacts behavior directly and indirectly, by boosting intention. However, Sihombing (2011) found that in Indonesian organizations, attitude is not always significant to Knowledge Sharing Intention, especially when the behavior poses a high social or professional risk. Lin (2007) reinforces these findings by showing that attitudes are more often influenced indirectly, as intention and perceived behavioral control outweigh their dominance.

4. Previous Research

A synthesis of previous research reveals a consistent pattern of findings and identifies several relevant gaps. A pioneering study by Ryu et al. (2003) examined how doctors share knowledge in hospitals using TRA and TPB. It found that including self-efficacy constructs makes the model more effective in explaining the intention to share knowledge compared to TRA alone, highlighting the greater influence of psychological factors over systemic pressure. Eni et al. (2025) further develops this framework by showing that Knowledge Sharing Intention significantly mediates the relationship between Attitude, self-efficacy, and Knowledge Sharing Behavior among employees in Bangladesh's information technology sector.

Similar findings were obtained Mustika et al. (2022), demonstrating that Knowledge-Sharing Self-Efficacy and enjoyment in helping others strongly and positively influence the intention to share knowledge. Intention significantly mediates the relationship with Knowledge-Sharing Behavior. Within the Indonesian banking context, Abdillah et al. (2018) it is confirmed that attitudes, subjective norms, and PBC affect the intention to share knowledge, serving as indirect mediators of actual behavior. Chennamaneni et al. (2012) In the Unified Model, Attitude is the key predictor of Knowledge Sharing Intention, followed by Subjective Norm and PBC. Despite this positive influence, Attitude and Subjective Norm interact negatively, showing a negative combined effect when both are high.

C. METHOD

This research uses a Systematic Literature Review (SLR) aligned with the PRISMA protocol for reporting systematic reviews and meta-analyses, an internationally recognized reporting standard (Page et al., 2021). This approach was selected because it identifies, filters, evaluates, and synthesizes empirical evidence systematically, transparently, and replicably, leading to stronger conclusions than

traditional narrative reviews. The SLR-PRISMA method enables researchers to map the literature landscape and pinpoint relevant knowledge gaps in the studied topics.

Literature searches are systematically performed across three primary academic databases: Google Scholar, SINTA (Science and Technology Index), and Scopus. The selection of these three databases was based on their complementary coverage: Google Scholar provides broad access to multidisciplinary articles, SINTA facilitates access to indexed national scientific publications, and Scopus ensures access to reputable international references. The search used a mix of relevant keywords, including "*Theory of Planned Behavior*", "knowledge sharing behavior", "knowledge sharing intention", "self-efficacy", "physician", "doctor", "clinical knowledge sharing", and "primary health care". Boolean operators AND/OR were used to improve the relevance of the results.

The literature selection process consists of four stages according to the PRISMA flow: identification, screening, eligibility, and inclusion. During identification, we compiled all articles from three databases and removed duplicates. In the screening phase, we reviewed article titles and abstracts to evaluate their relevance to the topic. The eligibility stage involved examining full texts to ensure they met the established inclusion and exclusion criteria. The inclusion criteria require articles to be published between 2021 and 2026, written in Indonesian or English, to use the SDG framework or its variants, and to focus on knowledge-sharing behavior or intention, with key variables such as attitude, subjective norms, PBC, self-efficacy, or intention. Articles are excluded if they are opinion pieces, editorials, textbooks lacking empirical data, or studies not related to health professions or knowledge-sharing behavior. The PRISMA flowchart depicts the article selection process.

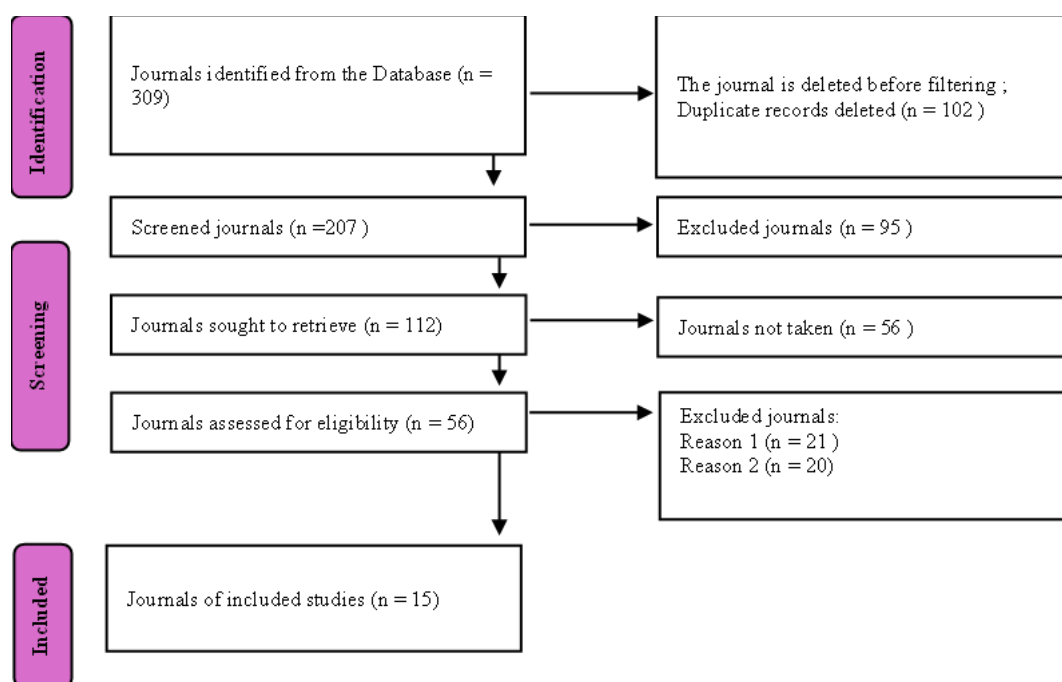


Figure 1. PRISMA Flowchart

Following a step-by-step selection process, 15 articles were identified as eligible and included in this research's final synthesis. We then critically analyzed all selected articles using a narrative synthesis approach, extracting, comparing, and thematically synthesizing each study's findings based on the relevant key constructs of the SDGs. This approach identifies patterns of consistency, inconsistency, and gaps in the existing literature, resulting in a more holistic understanding of TPB's role in clinical knowledge-sharing intentions and behaviors, particularly among general practitioners in Indonesia.

D. RESULTS AND DISCUSSION

1. Results

The literature selection process, carried out systematically using the PRISMA protocol, identified 15 articles that met the inclusion criteria and were pertinent to this study's synthesis. The articles range from 2021 to 2026 and cover publications indexed in Google Scholar, SINTA, and Scopus, with diverse research contexts but all grounded in the Theory of Planned Behavior (TPB) and the behavioral dynamics of knowledge sharing in professional environments, especially the health sector. This diversity of contexts enriches the analytical perspective, enabling researchers to identify cross-contextual patterns while isolating findings specifically relevant to the medical profession in Indonesia. The following table presents the synthesis of all selected articles.

Table 1. Synthesis of Literature Review Results: The Role of the Theory of Planned Behavior on Clinical Knowledge Sharing Intentions and Behaviors

N o	Author & Year	Title	Method	Subject	Key Findings	Implications	Relevance to Research Title
1	(Wibowo & Sipahutar, 2025)	Determining Factors for Health Workers' Motivation to Participate in SDG-Based Education and Training	Literature study + descriptive quantitative survey	170 health workers at the Ministry of Defense Hospital	Internal (96.95%) and external (89%) factors both encourage motivation; attitudes, subjective norms, and PBC form the intention to participate in the training	Improved facilities, incentives, and institutional support strengthen the participation of health workers in CPD	Supporting the role of attitudes and subjective norms of the SDGs towards the intentions of health workers in the Indonesian context
2	(Fitrianor et al., 2022)	Public Perception Through the TPB Approach with the Intention of Treating Toothache	Observational analytical, cross-sectional	113 community respondents	Attitudes, subjective norms, and behavioral controls each had a significant effect on intent ($p=0.000$)	Effective SDG-based psychosocial approaches to design public health behavioral interventions	Confirming the significance of the three SDG constructs to the formation of health behavioral intentions
3	(Nuryanti et al., 2023)	Predictors of Patient Fall Risk Reduction Behavior by TPB-Based Nursing Students	Quantitative, quota sampling, path analysis	60 nursing students	Subjective norms, PBCs, and attitudes influence preventive behavior through intentional mediation; PBC most significant to behavior ($p=0.000$)	Strengthening practical experience through competency-based learning improves patient safety behavior	Emphasizing the role of mediating intention and PBC dominance in shaping health professional behavior
4	(Alam et al., 2025)	TPB Review in the Decision to Choose a Dental Study Program	Quantitative, stratified random sampling, PLS-SEM	143 students of FKGM at three universities of Surabaya	Gender stereotypes and family support influence decisions; Career Prospects Moderate the Influence of Gender Stereotypes	Social norms and family support need to be considered in medical student recruitment strategies	Showing the relevance of the subjective norms of the SDG in the context of decision-making in the Indonesian medical profession
5	(Priyanto et al., 2025)	The Influence of Patient Experience	PLS-SEM	124 inpatient respondents at Dr.	Attitudes, subjective norms, and PBC have a significant	Healthcare providers need to design	Strengthening PBC's position as a dominant predictor of

No	Author & Year	Title	Method	Subject	Key Findings	Implications	Relevance to Research Title
		on Intention to Participate in Post-Treatment Services		Sitanala Hospital	positive effect on intention; PBC has the most powerful influence; patient experience moderates PBC–intention	strategies that reinforce PBC and positive patient experiences	intent in the context of Indonesian health services
6	(Sumaryati et al., 2022)	TPB: Accounting Pre-Service Teacher's Intention in Knowledge Sharing	Descriptive quantitative survey, proportional random sampling	149 students of accounting education	The level of student knowledge sharing is relatively low (TCR 63.49%); The class climate and individual consciousness need to be strengthened	Lecturers need to create a classroom atmosphere that supports active knowledge sharing	Indicate the intention-behavior gap in knowledge sharing in the context of education relevant to the profession
7	(Irfandi et al., 2025)	TPB Application on the Utilization of Infant Immunization Services in Surakarta City	Cross-sectional, linear regression and path analysis	200 mothers with babies aged 12–24 months	Intention directly affects the use of immunization; attitudes, subjective norms, and evaluation of results have an indirect effect through intention	Increasing immunization coverage needs to strengthen intentions through positive attitudes and health education	Emphasizing the role of intention mediation as a bridge between the construction of SDGs and actual behavior in the health sector
8	(Yusmaini et al., 2025)	The Effect of TPB-Based Workers' Attitudes on K3 Compliance in Palm Oil Mills	Quantitative, cross-sectional, SEM-PLS	200 Workers in the Factory	Positive attitudes, risk awareness, and safety commitments significantly improve compliance with K3 procedures and reduce accident rates	Attitude-based interventions and safety commitments need to be a priority for K3 management	Reinforcing the argument that attitude is a consistent predictor of behavior in the context of compliance-based professions
9	(Qomariyah et al., 2025)	Factors Influencing Healthcare Selection Decision-Making with the SDG Approach	Quantitative, cross-sectional, binary logistic regression	96 community respondents	Attitudes, subjective norms, and PBC were significantly related to the intention to choose a formal health facility (p=0.000)	A TPB-based psychosocial approach needs to be used as a basis for health promotion in remote areas	Confirming the consistency of the three SDG constructs in predicting health behavior intentions in Indonesia
10	(Winarno & Adiwena, 2025)	Health Behavior Prediction Using TPB: Lessons from the COVID-19 Pandemic	Path analysis, incidental sampling	118 participants aged 20–40 years	Attitudes and PBCs predict health behaviors indirectly through intention (partial mediation); subjective norms are not significant to intention but directly to behavior	Health interventions need to target strengthening attitudes and PBCs to change behaviour through intention	Identify patterns of inconsistencies of subjective norms that are relevant to the dynamics of physician behavior in this study

No	Author & Year	Title	Method	Subject	Key Findings	Implications	Relevance to Research Title
11	(Nur et al., 2025)	Development and Validation of TPB-Based Instruments for Stunting Prevention Behavior Measurement	Instrument, EFA and CFA development	300 mothers of toddlers in Palu City	TPB-based instruments are valid and reliable ($\alpha=0.884$; CFI=0.974); the five-factor structure is consistent with the TPB construct	Validated SDG instruments can be used to assess and design health behavioral interventions	Providing evidence of the psychometric validity of the TPB construct in the context of health behavior in Indonesia
12	(Puterisari & Wening, 2019)	TPB Application on Knowledge Sharing in Family Businesses	Quantitative, testing of research models	First-generation family business owners	PBC has a positive effect on sharing intentions and behaviors; subjective norms do not have a positive effect; intention mediates attitude–behavior relationships	Business succession planning needs to strengthen PBC and positive attitudes towards knowledge sharing	Directly test the SDGs in the context of knowledge sharing and confirm the mediation intention
13	(Dehsorkhi & Hayat, 2025)	Knowledge Sharing among Medical Teachers: Interplay between Personality and TPB	PLS-SEM, cross-sectional	237 medical lecturers Shiraz University, Iran	PBC ($\beta=0.37$), attitude ($\beta=0.24$), and subjective norms ($\beta=0.28$) had a significant effect on intention; Conscientiousness moderates the intention–behavior relationship	The design of knowledge management systems in medical institutions needs to consider the personality and constructs of the TPB	Most relevant: testing TPB in medical educators and confirming the significance of all major constructs
14	(Li et al., 2026)	Increasing Learning Absorption of Medical Students in Blended Learning Based on Knowledge Graph	Quasi-experiment	86 Chinese medical students	The experimental group achieved a higher learning absorption score; Online learning time was positively correlated with engagement ($r=0.843$)	Integration of knowledge graphs in blended learning improves the absorption and quality of learning of medical students	Relevant as a context of clinical knowledge in medical education that supports technology-based knowledge sharing
15	(Puspitasari & Cholifah, 2023)	Analysis of Factors Influencing the Actions of Coding Officers Using TPB	Descriptive qualitative, interviews and questionnaires	2 coding officers BPJS Al-Islam Hospital	Determinants of intent include educational background, workload, family support, environment, and work experience	Regular training and social support are needed to improve the competence and intentions of health workers	Describe the contextual factors that form the intention of health workers in the BPJS Indonesia system

The synthesis of 15 articles offers a detailed two-dimensional view of how SDG constructs function within diverse health behavior and knowledge-sharing contexts in Indonesia and other countries. Attitude emerged as the most reliable predictor of intention across nearly all studies, aligning with Dehsorkhi & Hayat (2025) in medical educators and Yusmaini et al. (2025) in industrial

workers. This pattern supports the idea that an individual's cognitive and emotional assessment of behavior is the most effective target for interventions aimed at promoting professional behavior change.

Subjective norms exhibit more diverse patterns. While some studies, such as Fitrianor et al. (2022) and Qomariyah et al. (2025), confirm their significance, others, such as Winarno & Adiwena (2025) and Puterisari & Wening (2019), suggest that subjective norms may not always significantly influence intention, especially when personal psychological factors are more prominent. This variability matters in the medical field, where clinical decisions are largely autonomous and guided by strong internal professional standards rather than social expectations.

Perceived behavioral control (PBC) consistently demonstrates strong, sometimes dominant, predictive power, as shown by Nuryanti et al. (2023) and Priyanto et al. (2025). This confirms that perceived ability and resource availability are crucial factors that cannot be overlooked. Notably, Irfandi et al. (2025), Puterisari & Wening (2019), and Nuryanti et al. (2023) supported the mediating role of intention between the TPB constructs and actual behavior. Together, these studies emphasize that turning intention into behavior requires careful attention in intervention strategies. These results provide a robust empirical basis for testing the expanded TPB model in the context of clinical knowledge sharing among general practitioners in Indonesia.

2. The Effect of Knowledge Sharing Attitude, Subjective Norms, Perceived Behavioral Control, and Self-Efficacy on Knowledge Sharing Intention

A synthesis of the literature consistently shows that attitude is the most stable and dominant predictor of knowledge-sharing intention. Dehsorkhi & Hayat (2025) proved to medical teachers in Iran that attitudes have a significant effect on the intention to share knowledge ($\beta=0.24$; $p<0.001$), while Fitrianor et al. (2022) and Qomariyah et al. (2025) confirmed the same in the context of health behavior in Indonesia, with a significance value of $p=0.000$ in both. These findings imply that general practitioners who internalize the value of clinical knowledge sharing will be more motivated to act. However, attitudes do not stand alone: positive attitudes need supportive psychological and organizational conditions to translate effectively into intentions.

The role of subjective norms in knowledge-sharing intention actually displays a more complex, context-dependent pattern. On the one hand, Fitrianor et al. (2022) and Qomariyah et al. (2025) confirm their significance in general public health. In contrast, Winarno & Adiwena (2025) found that subjective norms do not significantly affect intention, although they directly affect behavior. Puterisari & Wening (2019) even found that subjective norms do not positively affect knowledge-sharing intention or behavior in family businesses. This pattern of inconsistencies is particularly relevant in the medical profession, where decisions to share clinical knowledge tend to be autonomous, reflective, and driven by internal professional ethical standards rather than solely by peer pressure.

Perceived behavioral control (PBC) shows consistently strong predictive power. Nuryanti et al. (2023) found PBC to be the most significant predictor of preventive behavior among nursing students ($p=0.000$), and Priyanto et al. (2025) confirmed that PBC had the strongest influence on patients' intentions in health care settings. In the context of knowledge sharing, this construct operates through self-efficacy, an individual's belief in their ability to share knowledge effectively. Wibowo & Sipahutar (2025) found that internal factors, including confidence and ability perceptions, accounted for 96.95% of health workers' motivation. This emphasizes that self-efficacy is not just a complement to PBC, but a psychological determinant of whether knowledge-sharing intentions form or are inhibited, especially in hierarchical, competitive work situations such as those faced by general practitioners in Indonesian primary care facilities.

3. The Role of Knowledge Sharing Intention Mediation on Knowledge Sharing Behavior

Empirical evidence from the synthesized studies strongly supports the view that knowledge-sharing intention is a key mediator between individual cognitive factors and actual behavior. Irfandi et al. (2025) demonstrated, through pathway analysis, that intention directly affects health service use ($b=0.20$; $p<0.001$), while attitudes and subjective norms affect it indirectly through intention. Nuryanti et al. (2023) reinforce these findings by showing that intention mediates the relationship between all SDG constructs and preventive behaviors in the nursing profession. Puterisari & Wening (2019), specifically in the context of knowledge sharing, confirm that intention mediates the influence of attitudes on knowledge-sharing behavior, while PBC has a direct effect on both.

These findings have significant implications: positive attitudes, supportive norms, and adequate perceptions of control do not automatically lead to knowledge-sharing behavior if the resulting intention remains weak or insufficient to overcome contextual barriers. Puspitasari & Cholifah (2023) illustrate this phenomenon in real terms, showing that high workloads, limited institutional support, and time constraints hinder health workers in the Indonesian JKN system from converting intentions into action. This condition reflects the behavioral paradox general practitioners face: recognizing the importance of sharing clinical knowledge but remaining hampered in doing so.

4. Implications for Increasing Knowledge Sharing Behavior of General Practitioners in Indonesia

This literature review highlights that interventions to improve knowledge sharing among general practitioners in Indonesia should be comprehensive, not isolated. Sumaryati et al. (2022) reveal that the low level of knowledge sharing (TCR 63.49%) stems not only from willingness issues but also from organizational climate and the lack of collective awareness. Dehsorkhi & Hayat (2025) introduce a personality factor as a moderator that influences the strength of the intention–behavior link, suggesting that professional development efforts should be tailored to individual traits. Nur et al. (2025) establish that psychometrically validated TPB-based instruments ($\alpha = 0.884$) can accurately assess health behavioral constructs in Indonesia, enabling the development of similar tools for medical professionals. Consequently, strategies to enhance general practitioners' knowledge sharing should focus on improving attitudes through education about clinical collaboration, fostering professional norms that promote openness, boosting self-efficacy via structured Continuous Professional Development (CPD), and cultivating a work environment that minimizes contextual barriers, thus ensuring that intentions translate into consistent and sustainable knowledge-sharing behaviors.

5. Limitations

This study has several limitations that readers should consider when interpreting the findings. First, the included articles cover a broad range of population groups, from health workers to the general public, so applying these results directly to general practitioners in Indonesia requires caution. These limitations may impact the external validity of the conclusions. Second, few empirical studies focus specifically on the *knowledge-sharing behavior* of Indonesian general practitioners within the SDG framework. As a result, the synthesis relies on evidence from different professional groups and countries, which naturally limits the depth of contextual insights. Third, the narrative synthesis method provides rich interpretive analysis but does not enable statistical measurement of effects, as in meta-analysis. Consequently, comparisons between SDG constructs are descriptive and lack numerical precision.

E. CONCLUSIONS AND SUGGESTIONS

This systematic review comprehensively maps and synthesizes empirical evidence on the role of the Theory of Planned Behavior (TPB) in predicting the intention and behavior related to clinical knowledge sharing, particularly among general practitioners in Indonesia. The analysis yields three key insights. First, attitude consistently emerges as the strongest predictor of knowledge-sharing intent, while the influence of subjective norms varies by professional setting and the individual's level of autonomy. Secondly, perceived behavioral control combined with self-efficacy forms a psychological basis that influences the strength of knowledge-sharing intentions. Notably, low self-efficacy can hinder intention formation even when attitudes are positive. Third, intention to share knowledge acts as a critical mediator between cognitive factors and actual behavior, indicating that turning intention into action requires a supportive organizational environment, not just individual psychological readiness.

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