The nature of construction projects (e.g. non-repetitive work, no standard procedure for activities, pressure to complete on schedule, changing employees in different phases, etc.)

Lack of organisational culture for knowledge creation and sharing (e.g. build trust among employees, establish times and places for knowledge transfer, provide incentives, accept and reward creative errors, etc.)

Lack of structured procedures and processes to implement KM

Lack the adoption of well formulated KM strategies and implementation plans

Lack of knowledge manager or a team to implement KM strategy

Lack of awareness of the importance of KM in construction organisations

Lack of training and support

Lack of technology and techniques for knowledge capture and sharing

Lack of leadership support

Lack of resources in term of a budget, staff, and IT infrastructure

Employee resistance to share their knowledge

Lack of post-project reviews and project documentation

Average Rate

Figure 4.20: Importance Evaluation of KM Challenges

Figure 4.21: Description Evaluation of KM Challenges