

## **EFFECT OF KNOWLEDGE SPINSON CAPABILITY DIVESTITURE OF SELECTED OIL AND GAS UPSTREAM COMPANIES IN NIGERIA**

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### **ABSTRACT**

*The study sought to establish the effect of knowledge spins on capability divestiture of selected oil and gas upstream companies in Nigeria. This comes at a time when the oil and gas upstream companies in Nigeria have growing appetite for cleaner and more environmentally friendly energy. While the companies have tried to move from the energy system dominated by hydrocarbons towards the one in which low-carbon sources play the lead role, it is not clear whether they have embraced capability divestiture as one of the turnaround strategies, hence the need for this study. This study was informed by knowledge-based theory. Survey research design was used in the paper. The target population was the 9,437 regular and contract employees of selected oil and gas upstream companies in Nigeria. The sample size for the study was 807 respondents selected randomly from the three selected oil and gas upstream companies in Nigeria. The data collection instrument was a questionnaire. The collected data was analysed using inferential statistics. The findings revealed that knowledge spin had a significant effect on the capability divestiture of selected oil and gas upstream companies in Nigeria. The study concluded that knowledge spins is an important factor for capability divestiture to the selected oil and gas upstream companies in Nigeria and management of the selected oil and gas upstream companies should embrace divestment strategy through disposing some of their assets that are not generating profits and exiting any investment that is least performing or harmful to the health. The paper recommends that the supervising agency of selected oil and gas upstream companies in Nigeria should develop policy guidelines aimed at expanding and improving efficiency of the companies to facilitate high organisational outcome through capability divestiture.*

**KEYWORDS:** *Knowledge Spin, Retention of Knowledge, Revitalizing of Knowledge, Capability Divestiture, Upstream Oil and Gas Companies, Nigeria*

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