



Indigenous Knowledge Systems in Zambian Business Practice: A Qualitative Exploration

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Abstract

Indigenous Knowledge Systems (IKS) in Zambian business practice have not been extensively explored, despite their potential to inform and enhance contemporary business strategies. This qualitative exploratory study employed semi-structured interviews with key informants from various sectors in Zambia's economy. Data were analysed using thematic content analysis. Participants reported that traditional practices often influence decision-making processes but are not systematically documented or formally integrated into business protocols, indicating a potential gap between tradition and modern organisational structures. The integration of indigenous knowledge systems could improve cultural sensitivity and local relevance in Zambian businesses, though there is resistance due to existing formal frameworks. Organizations should consider developing hybrid models that incorporate both traditional and contemporary practices, while policymakers might encourage the documentation and validation of IKS. Indigenous Knowledge Systems, Business Practices, Zambian Economy, Qualitative Study

Keywords: *African geography, Ethnography, Indigenous knowledge, Qualitative methodology, Zambian business, Cultural analytics, Oral traditions*

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