Identifying the factors influencing knowledge sharing among the staff, Tabriz Azad University

Dr. Reza Khodayi Mahmudi
Department of Management, Tabriz Branch, Islamic Azad University, Tabriz, Iran

Javad Moghtader Kargaran
(Author for Correspondence)
PhD Student Governmental management

Abstract

Knowledge sharing is a complex activity, but the cause, foundation and base of enterprise knowledge management strategies (Riege 2005). So it is the same amount that it is effective in the success of the organization to create competitive advantage. To identify and eliminate or limit the barriers to knowledge sharing is necessary in order to create the appropriate context.

Knowledge-sharing requirements and preconditions that need not be the result of its effect on the organization. The studies that have been done on the implementation of knowledge management, Most deficiencies related to lack of proper corporate culture and leadership, lack of open space and lack of collaboration in organizations.

Condition for successful implementation of knowledge management systems in organizations with general guidelines and methodologies they use the system. In this study, the factors influencing knowledge sharing Tabriz Azad University, was investigated. The first uses statistical techniques to classify, summarize, describe, interpret, and display data graphically evaluated. And then six items affecting knowledge sharing by exploratory factor analysis and according to the article, Taylor and Wright were placed. In the next step, using the Friedman rank analysis of each of the factors involved (items) were ranked. Variable, leadership is the most important factor influencing knowledge sharing, and other factors (learning from failure, the quality, performance orientation, satisfaction with the positive attitude change) are next in order of rank.

Keywords: Knowledge management, knowledge sharing, organizational knowledge, organizational learning, learning organizations.
Introduction
Knowledge management is not new, civilizations of the generations to preserve and transfer knowledge to understand the past and predict their future. In today's dynamic business environment is complex and thirst for knowledge, becomes increasingly wider range and depth. Rapidly changing knowledge and outside of the organization is to be published. IT and the Internet are also new challenges in the creation, maintenance and management of knowledge is created.
Knowledge sharing is a key component of knowledge management is still very little empirical research on the factors that impact the effectiveness of the research is a culture we have different definitions and messages from concept to "share" your provider. "Adam Bianchi "one of the knowledge management analysts said often your value to an organization where you know something that others do not.

Research questions:
The research questions are formulated as follows:
1. What are the factors influencing knowledge sharing in Tabriz Azad University?
2. Ranking Factors Influencing Knowledge Sharing in Tabriz Azad University What?

Model
After studying history and literature of domestic and foreign matter in accordance with the hypothesis and the importance of sharing my knowledge in this study, Taylor and Wright (W.A.Taylor, G.H.Wright) I use. The model is as follows. In this model, the institutional environment, infrastructure, processing and implementation of strategies were considered as independent variables and the dependent variable was chosen as the model for knowledge sharing and its impact on all variables measured.
Research methodology:

These study variables and their relationships to the status quo in the study population are assessed. Therefore, the aim of this research is applied, also included in the survey method and based on the results of research will be descriptive and according to research topics and variables in which information is needed to answer questions via questionnaire is collected. The validity of both the validity and reliability of the questionnaire will be considered. That our research is a form of validation. There is no statistical method for determining validity. So to ensure the validity of data collected from teachers and subject specialists study participants also completed a number of questionnaires were used. The reliability of the questionnaire by Cronbach's alpha and split-half was investigated and the following results were obtained:

<table>
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<tr>
<th>Reliability Statistics</th>
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<tr>
<td>Cronbach's Alpha</td>
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<td>.824</td>
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Cronbach's alpha value is obtained; the reliability of the questionnaire is 0.824.

Data analysis method:
Hypotheses have analysis done using SPSS software. These steps include:
1. First using descriptive statistical techniques to the classification, summary, description, interpretation and graphic display of data and we will.
2. Statistical data analysis, exploratory factor analysis according to an article by Taylor and Wright were studied.
3. Using the Friedman analysis of each of the factors (items) were ranked and evaluated.

Findings:
After exploratory factor analysis to assess the accuracy of the method of sampling adequacy tests Kizer- Mir - Avkin and Bartlett's test of sphericity was approved. SPSS software was six questions we want to see between six factors were extracted, which is an important factor in explaining knowledge sharing and who is not an agent. In fact, we want these variables to rank. By doing so, the output from these tests in accordance with the following tables:

<table>
<thead>
<tr>
<th>Ranking table variables organizational criteria</th>
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<tbody>
<tr>
<td>Variable</td>
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<tr>
<td>Leadership</td>
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</table>
Learning from failure   2
Change quality   3
Navigation Performance   4
The satisfaction of Change   5
Positive attitude Change   6

**Conclusion and Recommendations:**
Friedman analysis of each of the factors (items) were ranked as the most important variable influencing factors on knowledge sharing environment open leadership, and others (learning from failures, shift quality, performance orientation, satisfaction with the positive attitude Change Change) respectively are the next category.
Execution of research and development in order to generalize the results are not immune to various constraints. This study also is no exception. Key obstacles in order to generalize the results of this study are:
Given the wide Tabriz Azad University, time, number of employees to complete the questionnaire reluctance, lack of knowledge about knowledge sharing among employees, lack of access to all project managers and specialists of limitations.

**Offers:**
This research is a knowledge based organization in another way, because this study was ever carried out among employees of any organization I have studied water and wastewater company.
- Other models used to analyze factors influencing knowledge sharing.
- The questionnaire should be examined in other organizations.
- Because of the importance of knowledge sharing so much research to be conducted.
- Knowledge sharing from the perspective of the study, researchers compared and analyzed.
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