

Staff's knowledge sharing in the Management and Planning Organization of Qazvin province

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Knowledge for Organizations



Knowledge Sharing



Knowledge Sharing



Knowledge Sharing





NOPE



Management and Planning Organization of Qazvin province



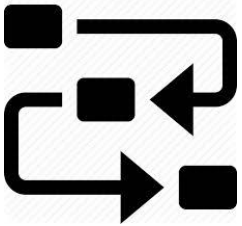


Question & Hypothesis

Question: How is the knowledge sharing from the perspective of staff in the Management and Planning Organization of Qazvin province?

Hypothesis: There is a significant and positive relationship between organizational position and Staff's knowledge sharing in the Management and Planning Organization of Qazvin province.

Research methodology



Applied research, a survey method



78 employees and 65 final sample size
(based on Morgan Table)



questionnaire includes nine aspects
(motivations, beliefs, know-hows and
skills, information, technology, time,
pleasure, importance and fear)

Results

Demography:



%61.5



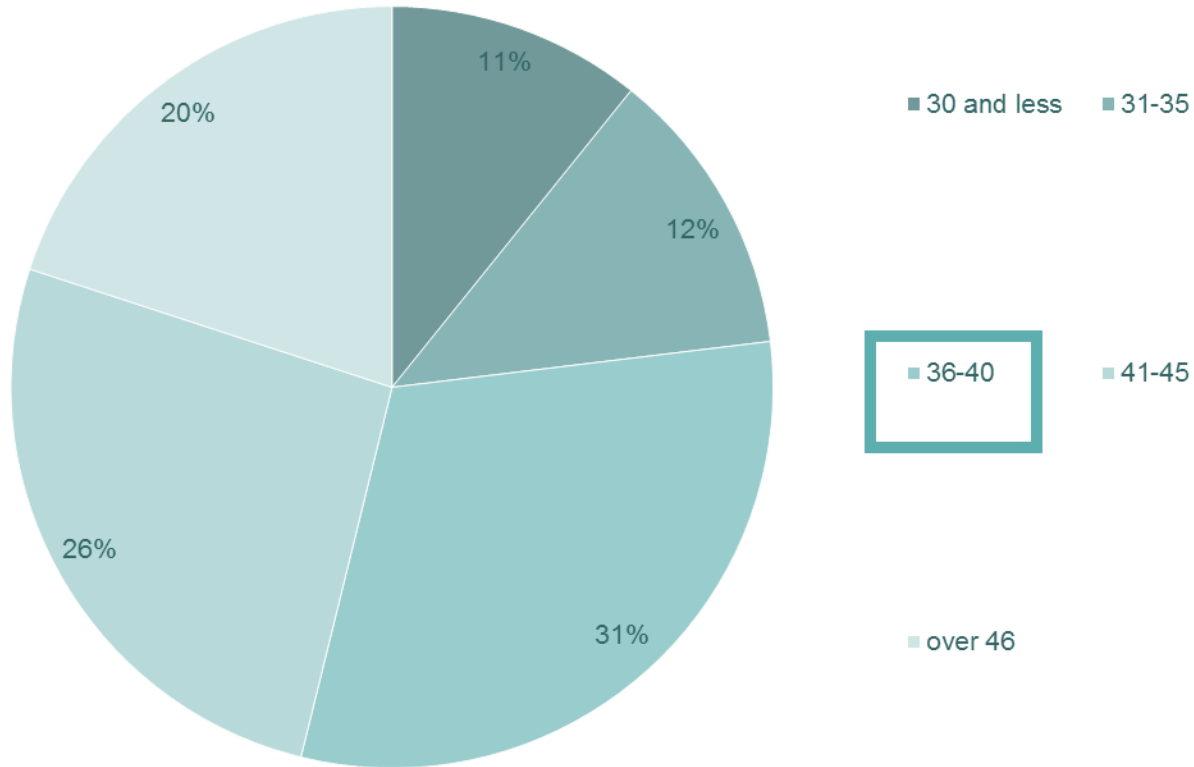
%38.5



Mostly %30.8 (36-40 years old)

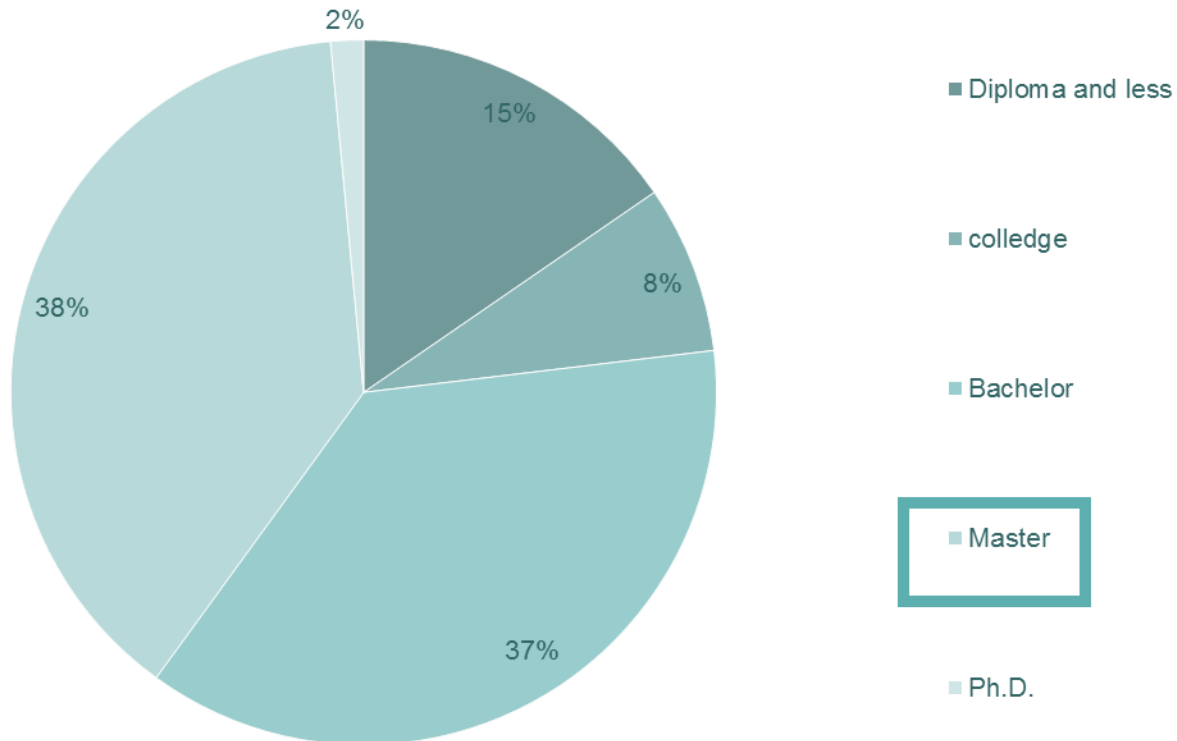
Results

Demography:



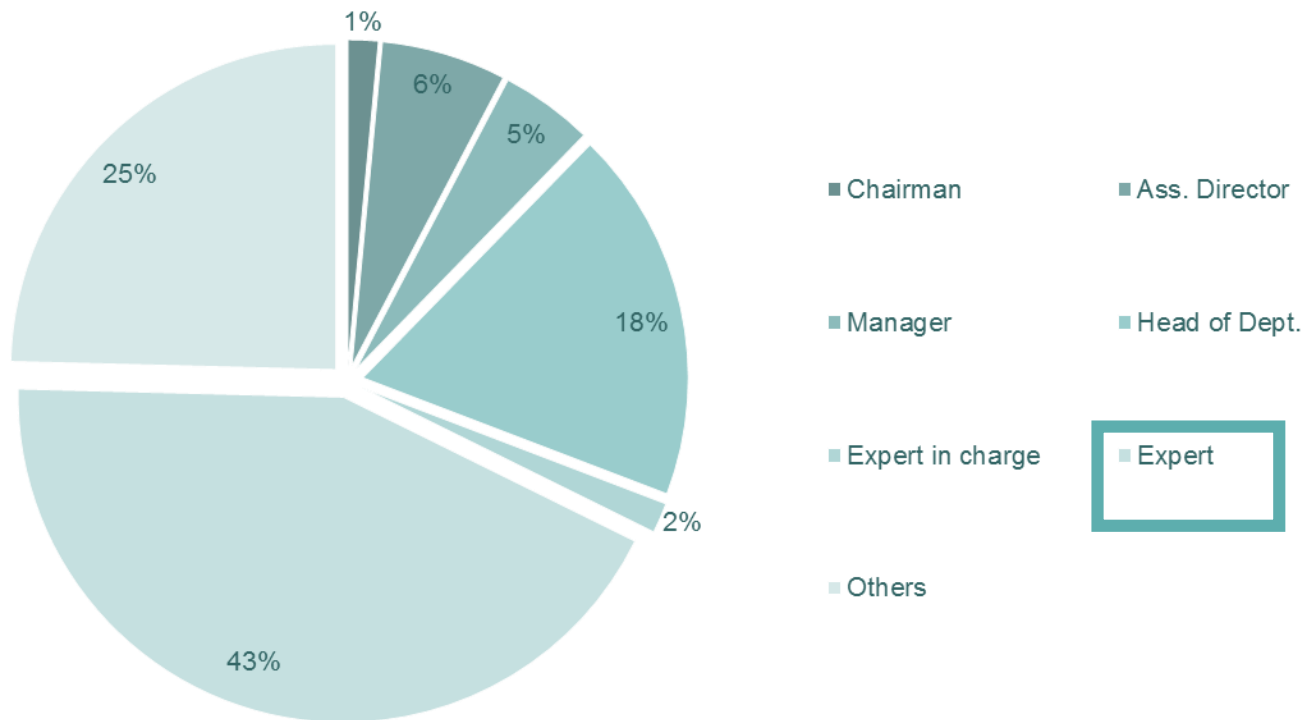
Results

Demography:



Results

Demography:



Results

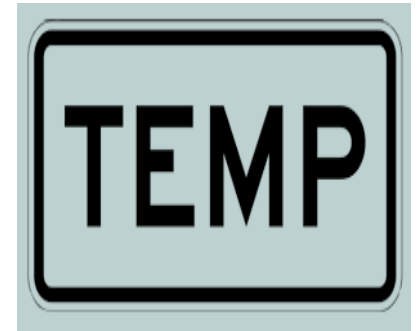
Demography:



%36.9



%38.5



%33.9



Results

Q: knowledge sharing status in the organization

Items	Mean	Median	Very high	High	Medium	Low	Very low
You have enough motivation to share knowledge with your colleagues	3.83	4	21.5	43.1	33.8	0	1.5
You believe that knowledge sharing updates knowledge and enhances confidence.	4.18	4	35.4	50.8	10.8	3.1	0
You believe that knowledge sharing itself won't impair your business.	3.85	4	23.1	44.6	29.2	0	3.1
You are committed to knowledge sharing with your colleagues and you treat it reasonably.	3.97	4	21.5	58.5	15.4	4.6	0
You have good personal and communication skills to share knowledge with your colleagues.	3.77	4	20	41.5	33.8	4.6	0
You have right technologies and communication channels (phone, email, social networks, such as Viber and Telegram etc. for knowledge sharing.	3.49	4	20	33.8	29.2	9.2	7.7
You are fully aware of the importance of knowledge sharing.	3.58	4	12.3	43.1	36.9	6.2	1.5
You have enough time for knowledge sharing.	3.08	3	6.2	20	49.2	24.6	0
You enjoy knowledge sharing you're your colleagues and you have a good feeling.	3.89	4	21.5	49.2	26.2	3.1	0
it is difficult to share your knowledge with those who are more experienced	3.05	3	6.2	29.2	40	12.3	12.3
It is important for employees to share your knowledge in order to use your knowledge.	3.14	3	10.8	21.5	47.7	10.8	9.2



Results

Q: knowledge sharing status in the organization

Table 1. one sample t-test descriptive statistics of knowledge sharing

Variable	Mean	Mean difference	SD.	No.
Knowledge sharing	3.6210	0.05975	0.48173	65

Table 2. comparison of one-sample t-test means of knowledge sharing

Variable	t-value	Degree of freedom	Sig.	Mean difference	Interval estimate	
					Upper bound	Lower bound
Knowledge sharing	10.393	0.07403	64	0.00	0.62098	0.5016

Results

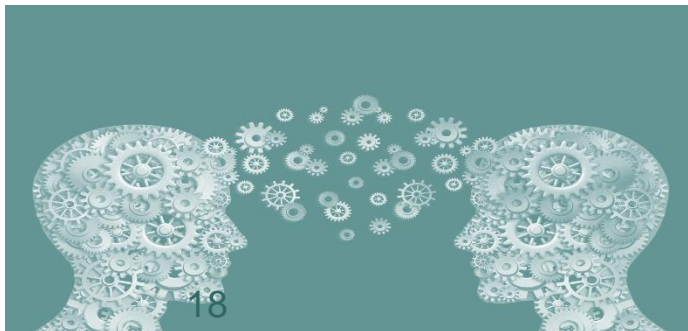
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The knowledge sharing is **more than average**

Results

H: significant and positive relationship between organizational position and Staff's knowledge sharing

Organizational position	Chairman	Assistant director	Expert	Expert in charge	Head of department	Manager	Other organizational positions	Total
No.	1	4	28	1	12	3	16	65
Mean rank	58.00	49.25	29.95	21.00	33.13	41.33	31.81	

Table 3. X² test of knowledge sharing and organizational positions

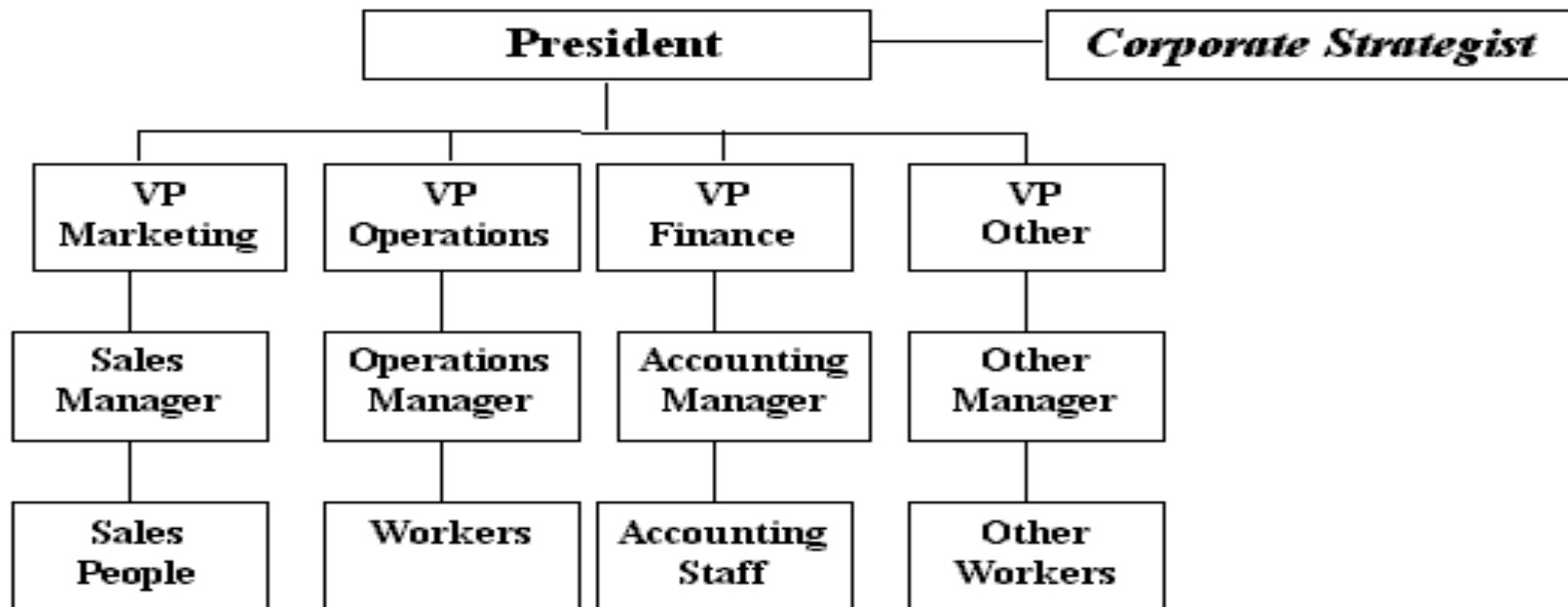
Knowledge sharing	Mean	Degree of freedom	χ^2	Sig.
	3.62	6	14.356	0.026

Table 4. Correlation coefficient test results of knowledge sharing

Knowledge sharing	Pearson correlation coefficient test		
	Correlation coefficient	0.472	1
	Sig.	0.000	
	N	65	65

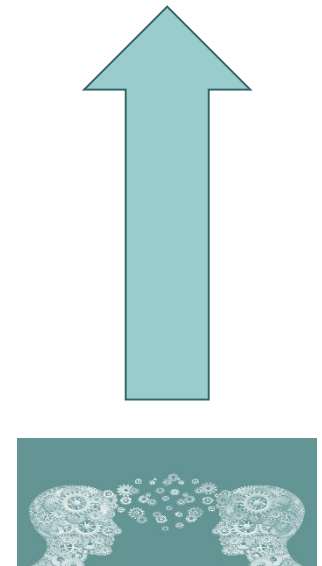
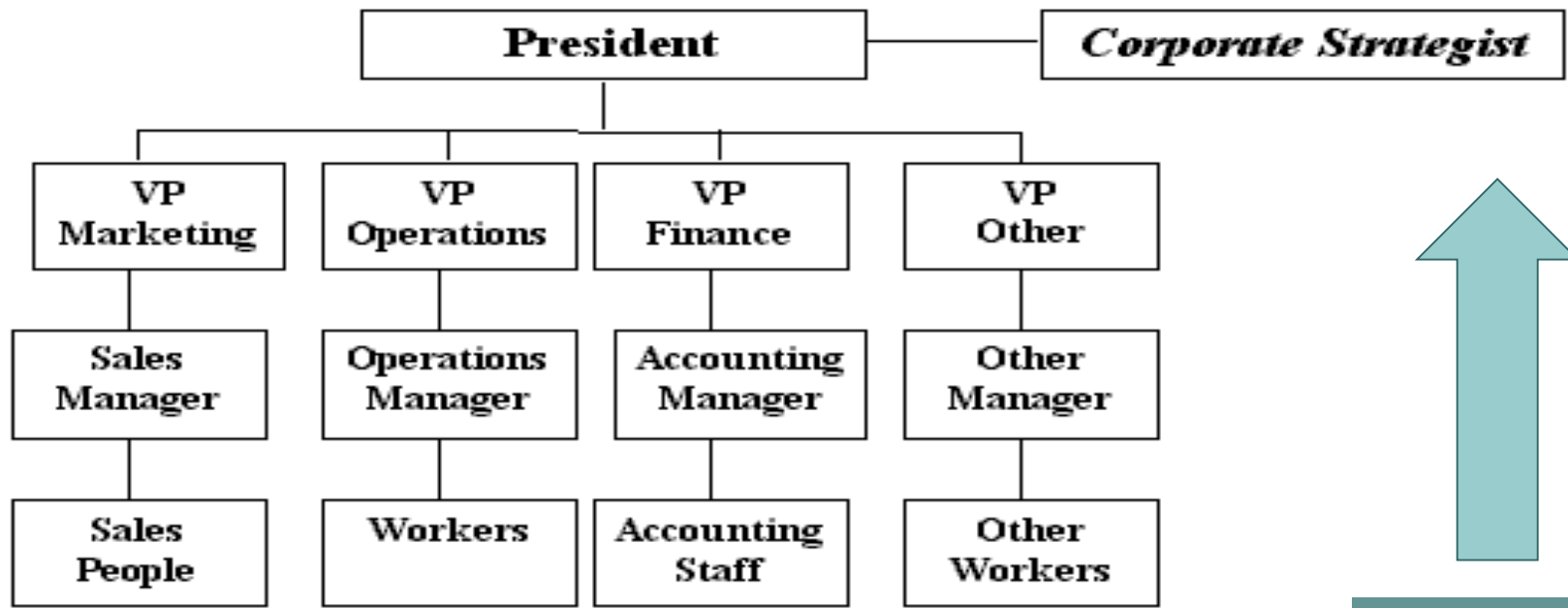
Results

H: significant and positive relationship between organizational position and Staff's knowledge sharing



Results

H: significant and positive relationship between organizational position and Staff's knowledge sharing





Power is gained by
sharing knowledge,
not hoarding it.

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