The Relationship between Organizational Culture and Knowledge Management in the Directorate General of Youth and Sport of Ilam province

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Abstract: *Organizations to achieve their goals inevitably homogeneous structure and processes of change and their environmental needs of pre, which requires any change, identify and evaluate the organization's culture. In this context, this paper explores the relationship between organizational culture and knowledge management in the organization has Ilam Youth and Sports In conducting this research, a survey method based on cross-sectional design was used and the sample youth sports organization in Ilam province were 34. all individuals selected as sample information, collected through questionnaires is obtained. These findings suggest that the variables of leadership style, corporate identity, compromise with conflict phenomenon support of management, control and reward systems for knowledge management respondents, there is a significant correlation means and all the research hypotheses have been confirmed. Regression analysis showed that the independent variables explain to rate the importance of defining the dependent variable has been entered within 5 steps in total, more than 76% of the variability explained that. Overall, the evaluation results show advancement in the explanatory power of the model study of the nose is high.*

Keywords: *Organizational Culture, Knowledge Management, Leadership Styles, Management Support.*

INTRODUCTION

Increasing levels of competition in the labor, high cost of human resources, lack of stability and instability workforce, organizations actively to Mtqadshdh have the knowledge and expertise of the organization's intellectual capital is known and manpower lies in the organization, effective use seems (Alavi and Dorothy, 2001). So some organizations and knowledge management as a strategy for improving the competitive advantage of your organization are used. In other words, the organization relied on superior knowledge, enabling sensible decisions important than the issue of improving the knowledge-based functions can The concept of knowledge management is more important than knowledge itself is a organizations are looking to How to convert data and knowledge of individuals and organizations to individual and collective skills and knowledge to explain and clarify (Probest and Roub, 2000).

Although initially walking path knowledge management, information technology as a key component in implementing name was, but now a substantial number of researchers and experts in the execution and implementation of culture as impacting knowledge management to learn (Abbasi et al., 2010). Organizations

to achieve their goals inevitably homogeneous structure and processes of change and their environmental needs of pre, which requires any change, identify and assess the corporate culture (Townley, 2001). Stanley Davies Organizational culture is a pattern of shared values and beliefs knows the meaning of Members of the Organization - gives instructions on their behavior in the organization will provide Reflect the characteristics of the organization's corporate culture of daily activities affect the employees and the relationships between them And how they interact and form making their behavior is driven (Ribiere and Sitar, 2003).

Stephen Robbins believes that organizational culture is a system of parallel inference with respect to an organization's members are And this feature will cause the separation of the two organizations together In a system in which members are deduced from the original set of features that are of value to them and for them to lay values .The Robbins organizational culture can impact on all aspects of the organization shows that the influence of individual behavior and organizational performance, decision making, program planning, policy guidelines and, the motivation and job satisfaction, creativity and innovation, and commitment to the mission and objectives are clearly identifiable the different patterns of organizational culture elements and a corporate culture shaped and it gives unity to define.

Robbins (2005) fourteen corporate culture extracts feature points that represent and reflect the present pattern of five characteristics: management support, organizational identity, reward system, compromise with conflict phenomenon, the control system and leadership style is used (Robbins, 2005). Given the importance of organizational culture in the process of knowledge management, numerous research so far has been done in the area of sports. Rahmatiasl (2011) in a review "The relationship between organizational culture and knowledge management in the National Olympic Committee of the Islamic Republic of Iran", showed that a significant relationship exists between organizational culture and knowledge management factors. The logistic regression analysis showed that the consistency, vulnerability and adaptation mission, the inter significance for knowledge management are. Safari and Scheherazade (2010) in a study entitled "The relationship between organizational culture and knowledge management in Physical Education Organization of the UN experts' revealed.

The status of organizational culture and knowledge management in the organization at a level lower than that of is average. Between these two variables was significant relation. Goudarzi (2009) in a study entitled "The Organizational Culture and Knowledge Management Leaders Physical Education Organization ", showed a significant relationship between knowledge transfer and sharing culture and high culture were correlated with higher levels of knowledge transfer.

The relationship between continuous learning and knowledge transfer, creating a significant and continuous learning levels were correlated with higher levels of both. However, no significant relationship was found between knowledge generation and knowledge transfer in high-level components were correlated with higher levels of another. Muharramzade, Seyedamery and Asadi (2009) on "Investigation of the relationship between organizational culture and knowledge management in physical education offices in West Azarbaijan" A taxpayer status showed that organizational culture and knowledge management in the province of physical education offices average assessment. The results indicate that the organizational culture and its components, (management support, organizational attachment, individual creativity, compromise with conflict phenomenon and leadership style), there is a significant positive relationship with knowledge management. Tabrizi and colleagues (2003) in a research entitled "The relationship between organizational culture and creativity of faculty training governmental body of the State" showed that organizational culture as a catalyst for and motivates the directly and indirectly affect people's creativity. Any organization to be able to continue to survive, you have to do useful work. General objective of the specified by the designers, should lead to a product or service that the organization's members or other organizations or the general public be useful (Rezai Sufi et al., 2012). That is important and could revolutionize their performance (Norman and Peter Knight, 2007).

Materials and Methods

In conducting this research, a survey method based on cross-sectional design was used. The study population, all of the employees of Sports and Youth Ilam province is. Due to the low number of statistical population (N = 34 (were randomly selected from all individuals sample information, collected through questionnaires was collected. For validity, the validity and reliability of the measurement technique used items, Cronbach's alpha coefficient alpha that are less than 70./. Was of unsteady as the item is removed.

Table 1: alpha level variables

Spectrum	Management support	Corporate Identity	Reward System	Compromise with conflict phenomenon	Control Systems	Leadership	Knowledge Management
Number of items	3	3	3	5	3	3	18
The alpha level	71	74	80	86	81	81	95

Results and Discussion

Descriptive analysis

The evaluation shows that respondents in the age distribution of the informant, posing, median and mean, respectively, 28, 35 and 35/3 years. Sexual status of the respondents indicate that 64/7 percent of respondents males and females accounted for 35/3% of the data. Also, more than seventy percent of the respondents are married. About 60 % of the exercise group, 15 percent of the combat sport , and 22 % to other sports deals they are solitary.

Table 2: hypothesis testing, research

Hypothesis	Number	Pearson coefficient	Significant
There is a significant relationship between leadership style and knowledge management	33	**0/817	0/001
There is a significant relationship between corporate identity and knowledge management	33	** 0/711	0/001
Between compromise with conflict phenomenon and knowledge management, there is a significant relationship	34	**0/701	0/001
There is a significant relationship between management support and knowledge management	34	**0/621	0/001
Between the control system and the implementation of knowledge management, there is a significant relationship	34	**0/609	0/001
There is a significant relationship between reward systems and knowledge management	34	**0/591	0/001

* means significant at 95%   ** means significant at 99%

Regression Analysis

Regression analysis showed that the interpretation of significance in explaining the dependent and independent variables, respectively, have been

Entered through 5 stages and the final stage variables between management support and leadership with 0/875 and the ratio of0/766, in total, more than 76 %of the variability explained (Table 3)

According to the signs of the coefficients B in Table 4 are the variables ¬ management support (B = 2/001) and leadership style (B =2/004) have a positive effect on knowledge management. In other words, these factors

have a direct relationship with the dependent variable are. Overall, the evaluation results show that The present model has high predictive power in explaining and pre.

Table 3: Stepwise regression analysis to predict the dependent variable

Stage	R	R^2	R^2 changes	Standard error
First	0/875	0/766	0/710	7/34
Second	0/874	0/765	0/719	7/22
Third	0/873	0/763	0/728	7/12
Fourth	0/872	0/761	0/735	7/01
Stage	0/87	0/757	0/741	6/94
Constant=4/027			Sig=0/001	

Table 4: elements in the equation for predicting the dependent variable

Variable name	The coefficients B	T	Sig T
Management support	2/001	3/370	0/020
Leadership Style	2/004	6/97	0/001

The five-variable regression equation predicting pre According to Table 4for the estimated amount of knowledge of the sample is as follows:

$$Y = (4/027) + (2/001 \times x1) + (2/004 \times x2)$$

Table 5 also shows that variables, control system, reward system, compromise with conflict phenomenon and corporate identity out of the equation have been
That means the least important of these variables is not
But since the procedure step by step, the goal is to select the best variable or variables to predict pre .
This result is due to the correlation between the variables in the equation and figure out the equation feed.

Table 5: Variables removed from the table stepwise

Variable entered	Partial correlation	Beta	T	Sig T
Control Systems	-0/017	-0/014	-0/091	0/928
Reward System	-0/011	-0/09	-0/057	0/955
Compromise with conflict phenomenon	0/108	0/111	0/573	0/571
Corporate Identity	0/123	0/104	0/658	0/516

Discussion

Today organizations to achieve their goals inevitably homogeneous structure and processes of change and their environmental needs - which, of course, pre requiring any change, identify and examine the culture of the organization. The corporate culture is a requirement for the successful management of knowledge. Culture represents the beliefs, values, norms and social mores, and the behavior of individuals in organizations have observer
In general, it is a culture supportive of knowledge management and knowledge sharing value creation and encourage its use. Huge challenge quest of knowledge management is the development of such a culture (Wong, 2005).
This paper examines the relationship between organizational culture and knowledge management in the organization has Ilam Youth and Sports. Select the key variables used in this paper is the model Robbins. Robbins fourteen feature points that represent and reflect the corporate culture extract of the study and present pattern of five characteristics: management support, organizational identity, reward system, compromise with conflict phenomenon, control systems and leadership styles have been used. Regression

analysis showed that the interpretation of significance in explaining the dependent and independent variables, respectively, have been.

Entered through 5 stages and over 76 %of the total variability explained that. Overall, the evaluation results show that and advance the explanatory power of the model study of the nose is high.

These findings suggest that the variables of leadership style, corporate identity, compromise with conflict phenomenon, management support system and knowledge management system to reward respondents, there is a significant correlation means. All of the research hypothesis is confirmed. The correlation coefficient between organizational culture and knowledge management suggests:

General Directorate of Youth and Sport of the organizational culture, knowledge management has a key role in establishing

Each size has a strong organizational culture, knowledge management can be done with greater success.

It can be argued then that organizational culture as the basis of the character of Physical Education.

Role in establishing the organization's knowledge management system and knowledge to be able to effectively regulate the grant.

And to spread throughout the organization, you must first pay attention to the organizational culture.

Research Safari (2010), Goudarzi (2009), Rahmati asl (2011) Muharramzadeh, (2009), Norman (2007) and Wing (2005) present research results and findings is approved.

Knowledge management is one way to improve performance and create a competitive advantage for their organizations and youth sports .When successfully implemented in organizations that already fit the cultural context of the system is making the bed. The successful implementation of knowledge management for organizations and youth sports, you must first create the appropriate culture and act accordingly.

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