



Evaluation of Knowledge Sharing among Employees Shiraz Gas co

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Abstract: Today, knowledge as a critical source for heritage preservation, learning new things, solve the problems, has the highest capability and core competence and create new portucnites for individuals and organizations to advance knowledge and knowledge based on age. The main objective of this study was to investigate and identify the status of knowledge sharing among employees shiraz Gas company .the research is descriptive survey. The population of this research included all the official staff of shiraz in 1395 that the number of gas companies 230.

The sample size used according to Cochran formula was based on Morgan table 140 account. To collect related to the study, standard questionnaire was used sharing. To assess the reliability of collected data from questionnaires distributed coefficient were calculated using Cranach's alpha coefficient is 70%. The results showed a significant level of research, knowledge sharing variable in the average level in shiraz Gas company and also the significance level of research, ranging human infrastructure in in shiraz gas company at a high level than the average. The results shoes that the significant level of research infrastructure variable process in shiraz Gas company at the lower level of the average. As well as variable information and communication technology infrastructure in shiraz Gas company is an intermediate level.

Key word: sharing knowledge, shiraz Gas Company, human infrastructure, sub- making process.

Introduction

In recent decades growing category of knowledge that due to the focus on knowledge as a strategic resource organization. Today on of the ways to differentiate their organizations is in increasing their knowledge on the organization through which to achieve higher levels of efficiency and innovation. Knowledge sharing is one t the key areas in knowledge management and one of the main enablers of knowledge management is knowledge sharing activity can be more systematic in order to transfer and exchange of knowledge and experience among members of a group or on organization defined causing extensive interaction and knowledge sharing in the organization of knowledge

Naturally, effective and continuous flow and be shared across the organization. Knowledge sharing means that a person, guides another person with the knowledge, insight and his own thoughts. To help him understand his position better.(MACDrmt, 1999) knowledge sharing as a knowledge- based activities, the most basic tool through wich employees can exchange their knowledge for mutual and the application of knowledge innovation and ultimately contribute to competitive advantage. (Van and Nun, 2010) knowledge sharing behavior in wich a person voluntarily put on his relationship with another person and provides a unique experience in field of access to knowledge. (scream 1997) and writh and distribute knowledge as knowledge sharing activities of an individual, group or organization to individual, group or organization as (Li, 2001) knowledge sharing is not only a goal but also is purpose, is leading to organizational effectiveness. In the other words the resultant sharing of knowledge, create new knowledge and innovation and thus improve organizational performance. (soheli. dodan 2009).

Knowledge sharing, is process or current; activities related to the sharing of knowledge, distinct methods for acquiring knowledge in the covers. Knowledge sharing approach may be to the characteristics, unique

culture or policies that affect the company’s performance, biased. Today, in various countries, including Iran, aspiring deriders pay to create knowledge – sharing systems in organizations with the aim of enjoying useful results. Effective knowledge sharing between members of the organization to reduce costs in the production of knowledge, and ensuring the dissemination of best practices within the organization and the organization will be able to solve their problems. Knowledge sharing as complex but value- creating activities is the foundation and the basis of many organizations of knowledge management strategies. In recent years an increasing growth due to the sharing of knowledge by researchers and managers in organizations especially in the use of best ways of cloning work it seems in world and in Iran. The reason is that competitive advantage and achieves success by organizations rooted in applying the knowledge gained from the kin process that knowledge sharing activities and initiatives in the field of individual and organizational learning have been the main element. The sharing of knowledge useful to the organization done more targeted, in dividual and organizational learning and innovation in product development and provide better service conquer appear, that have more success in the target market and finally to achieve the organization’s goals are possible. In Shiraz Gas company hasn’t taken certain measures in the area of knowledge management system, so the sharing of knowledge is not as it ought to be effectively. Hence the need to identify the components of the system infrastructure, such as: 1- Human infrastructure 2- Infrastructure process 3- II infrastructure and communication infrastructure that the establishment of this system is that it can help the organization more so our main question in this research is: how is the status of implementation of infrastructure components knowledge sharing among employees? (Rifua, Tajdaran, sharifabadi 1392, page 3 , 2).

Given that many experienced employees Gas company after gaining years of useful and valuable experience, Leave the organization in different forms, without these experiences are documented and shared effectively a cross the organization, so new employees must cost a lot of gain this experience.

Therefore, the aim of this research is review and identify item to share knowledge among employees shiraz gas.

Research method:

Since the subject of this study is to evaluate knowledge sharing among staff Shiraz gas company and understand and identify the variables and dimensions of quality in the design and development optimize their strategies is organization will have follow and functional role. This study can be regarded as a descriptive survey research.

The study population consisted of all personnel of shiraz gas in 1395 is official. That their number is 230. According Cochran’s sample size, was estimated based an Morgan 140 person. In the present study to collect

Test results	The amount of Kolmogorov-smirnov	Significant	Standard deviation	Average	
OH accepted	249/1	089/0	50262/0	4664/3	Human infrastructure
OH accepted	891/0	405/0	49163/0	6583/3	Process infrastructure
OH accepted	766/0	600/0	51109/0	0982/2	IT infrastructure
OH accepted	741/0	642/0	22414/0	8663/2	Sharing knowledge

information about the literature and research background, mainly from methods like use of library books

and of papers and thesis have been used and the collected data to confirm or refute the hypothesis of field method is used. After preliminary study and determine the validity and reliability of the questionnaire. For number of sample size is attained, reproduced and distributed 140 questionnaires. Random sampling was used for sampling and while coordination with the company’s security department and explain the purpose of ahead research, the questionnaire was distributed among personnel’s. For collecting data related to study, standard questionnaire used for knowledge sharing and from using data from questionnaires distributed, the research hypothesis has been assessed.

In this study for review the validity of questionnaire survey the face validity have been used. In this study, in order to analyze the statistical data after collected, review, coding, data entry and formation database in SPSS statistical software descriptive and inferential methods were used.

For review research normality of variables the Kolmogorov- smirnov test was used.

Table number 4-6 Kolmogorov- smirnov test

In response to the hypothesis of sharing knowledge among employees Shiraz Gas company one- sample t- test results is provided in table 4-7.

Chart 7-4: one – sample t – test for variable share knowledge

3= test value						
95% confidence interval for the mean		Mean	The significance level	Degrees of freedom	T- statistic	
Upper line	Low					
3008/0	-0756/0	68819/0	058/0	139	498/3	Sharing knowledge

According to table 7-4 since significantly higher level of 05/0 is the hypothesis is confirmed. So the varying levels of knowledge sharing are at the average level in Shiraz Gas Company. In response to the second hypothesis that the human components of infrastructure sharing knowledge among employees Shiraz gas is at what level one- sample t-test results are presented in 8-4 chart.

Chart 8-4 one- sample t test for variant human infrastructure

3= test value						
95% confidence interval for the mean		Mean	The significance level	Degrees of freedom	T- statistic	
Upper line	Low					
0331/1	8783/0	95572/0	000/0	139	310/14	Sharing knowledge

According to the chart 95 percent confidence level expressed that the significance level is less than 05/10 Hypothesis is rejected. Since the two circadian of variable human infrastructure knowledge sharing at 95% expressed positive, the variable level of human infrastructure in Shiraz gas company is at a high level than the average.

Chart 9-4: one- sample t- test for the following

Variables of the process

3= test value						
95% confidence interval for the mean		Mean	The significance level	Degrees of freedom	T- statistic	
Upper line	Low					
-7400/0	-9169/0	-82841	005/0	139	-442/18	Sharing knowledge

According to the chart 95% confidence level expressed that the significance level is less than 05/0 Hypothesis is rejected. Since the two cercariae of variable human infrastructure knowledge sharing at 95% expressed negative, variable level of human infrastructure in Shiraz gas company is at low level than the average.

In response to the fifth hypothesis that comports in information and communication technology infrastructure knowledge sharing among employees was examined shiraz Gas company one- sample t-test results is presented in 10- 4 table. Chart 10-4 one- sample t-test for variable process infrastructure.

3= test value						
95% confidence interval for the mean		Mean	The significance level	Degrees of freedom	T- statistic	
Upper line	Low					
261/0	-0029/0	11161/0	054/0	139	485/3	Sharing knowledge

According to the chart 95% confidence level expressed that the significance level is more than 05/5 Hypothesis is approved.

So the varying levels of information and communication technology infrastructure to share knowledge in shiraz Gas company is located at an intermediate level.

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