



The Relationship between Knowledge Management and Organizational Environmental Variables with Organizational Structure in Rafah Bank of East Azarbaijan Province

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Abstract: *Selected organizations with different organizational structures, will determine the behavior and performance of their employees and to directly or indirectly affect the productivity of the organization. The organizations have realized that nothing so much knowledge can put them in a favorable competitive world. The aim of this study was to investigate the relationship between knowledge management and organizational structures is the environmental variables. Methodology. This study is based on objective, functional and descriptive information collected by way of a survey. The population of East Azerbaijan province's Rafah bank employees. A questionnaire was used to collect data. Data analysis in two parts: descriptive and inferential statistics using spss software was used. The results indicate that the organizational structure variables knowledge acquisition, knowledge sharing, knowledge organization and corporate culture there is a positive relationship.*

Keywords: *organizational structure, knowledge acquisition, knowledge sharing, knowledge organization, organizational culture*

INTRODUCTION

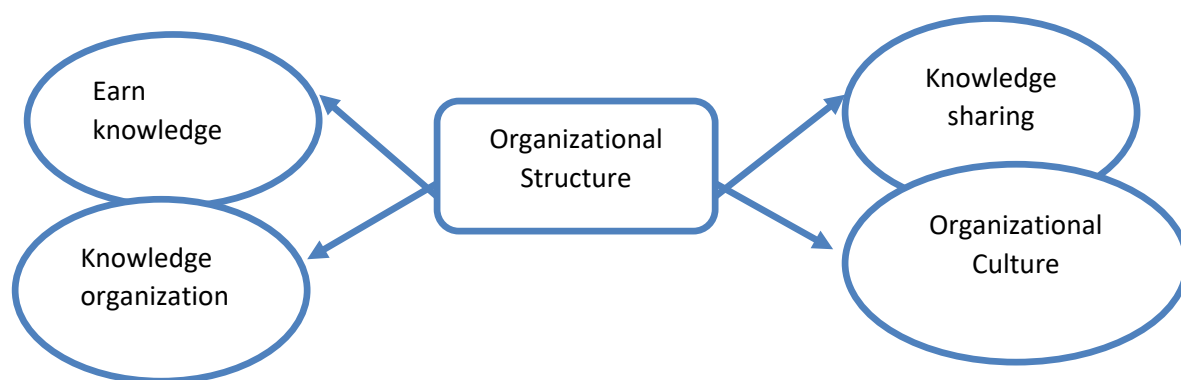
Big organizations today are changing their organization to improve their efficiency. Organizations often interact with their institutions by relying on the community and, in order to keep pace with the changes in science, the knowledge and information of managers and employees are evident. At present, knowledge management has become an important topic for both theoretical and practical sections, and the use of knowledge management has been dramatically accelerated in recent years in organizations. But the success of its implementation is less evident in that there is a need for a better understanding of the preconditions and infrastructures necessary for the proper deployment of knowledge management (Swedberg R, 2007). The successful and effective implementation of knowledge management, like any other, requires some infrastructures. By planning and using modern systems such as knowledge management, if one can not achieve all the goals of employee efficiency, increase the level of organizational knowledge, update knowledge, increase the ability to solve

problems and organizational problems, and dozens of desired goals can be achieved, one can be part of them. The researcher made (Gold AH et al, 2001).

However, for the establishment of knowledge management, the provision of intellectual and cultural, skill and educational foundations, knowledge centers and the provision of technological platforms is essential, and attention to the knowledge infrastructure is important (Hung RYY et al, 2010).

Therefore, organization management should rely on superior knowledge, make it possible to make more reasonable decisions on important issues and improve knowledge-based practices. Hence, knowledge management is a more important category than knowledge itself, which in organizations seeks to clarify and clarify the way in which information and individual and organizational knowledge and information are converted into individual and group knowledge and skills, so it is essential for all organizations. It provides the necessary conditions for the implementation of the KM process, both in the human dimension and how they interact, both in the organizational structure and in the technology dimension (Ro H et al 2011).

Conceptual model of research:



Main factors of organization for organizations

- Complexity
- Formalization
- Focus

Organizational structure

Organizational structure Relations between organizational units that describe the limits of authority, hierarchy, command levels, and how to divide and distribute tasks between units, and includes task descriptions, organizational chart and organizational posts.

Organizational culture

Organizational culture is a phenomenon that is in the organization, and all members agree that an unlucky hand directs people to some kind of invisible behavior. Understanding what constitutes an organization's culture, its way of creating and sustaining it helps us better understand the behavior of individuals in the organization.

The concept of knowledge management

Knowledge management is the application of the management and background for the transformation of knowledge (inaccurate and vice versa) within an organization by collecting, sharing and using knowledge as an organizational capital in pursuit of the goals of the organization (Liu SH et al, 2013).

Davenport and Prusak (Davenport TH et al, 1998) believe that knowledge management is the exploitation and development of the knowledge capital of an organization to achieve the goals of the organization.

Overall regression

Significance level	Coefficient of relationship	The coefficient of determination	Variable
0/01	0/50	0/24	earn knowledge
			Organizational Structure
0/01	0/47	0/23	Knowledge sharing
			Organizational Structure
0/01	0/40	0/21	Knowledge organization
			Organizational Structure
0/01	0/38	0/19	Organizational Culture
			Organizational Structure

Conclusion

The proper organizational structure plays an important role in the implementation of management and control of performance; in order to ensure that organizational structure is properly designed and qualified human resources are selected in organizational posts and the goal of organizational progress management is related to the progress of employees, it is clear that the management of the position of the position He finds himself true and everyone will be responsible for the performance. Organizational structure can have a profound effect on members of the organization (Xu J et al, 2009). Some people feel satisfied and have high efficiency so that work is standard and ambiguity can be minimized. Evidence suggests that the division of labor leads to increased production or productivity and ends at the cost of losing job satisfaction. It does not pay attention to the individual differences and the type of work that one has to do. On the other hand, knowledge is a valuable resource for empowering organizations to innovate and compete (Cavusgil ST et al, 2003). This knowledge can lead to employee awareness. The management process is, in fact, the creation of a system in the organization that systematizes knowledge work, and organizations must work to balance the activities of knowledge

management in order to transform knowledge into a capital item. A knowledge management process can lead to the creation, dissemination and use of knowledge in the organization (Ahn y et al, 2009)

In fact, knowledge management in its ultimate goal is to increase intelligence and enhance the organization's intelligence. This study examines the relationship between knowledge management and environmental variables of the organization with organizational structures. The results of this study showed a positive relationship between organizational structure with knowledge acquisition, knowledge sharing, knowledge organization and organizational culture (Chang MY et al, 2009).

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