

The Effect of Organizational factors on Performance of Knowledge Management (KM) in Education (Case Study: Ministry of Education, Malekan City Office)

Ja'far Beikzad

Assistant Professor, Department of Management, Islamic Azad University, Bonab Branch
Beikzad_Jafar@yahoo.com

Hanieh Doudmani Maleki (Corresponding author)

Teacher of Bonab Education Office
h.doodmani@gmail.com

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Abstract

Purpose: This work aimed to study the effect of organizational factors including organizational culture, organizational structure, education, human resources, flow of information and communication, information technology, and transparency of documents on the performance of knowledge management, and the components of knowledge production, saving knowledge, applying knowledge, and transfer and sharing of knowledge in the education system of Malekan city (Iran).

Methodology: The research population of this applied survey included 214 personnel of Malekan city's education system who were selected by stage random sampling. The data required were collected by questionnaire (the total of 143 questionnaire were finally collected) and analyzed by using the Multiple Regression Test.

Findings: According to the findings of this research, the variables of organizational culture, education and information technology have positive effects on the performance of knowledge management, while other variables including human resources showed positive effect on this regard only in the component of knowledge production. The remaining variables had also statistically insignificant correlation with the performance of knowledge management and its components.

Originality/Value: Since the majority of researches concluded on knowledge management so far have been in such areas as business and profit organizations, the importance of this research, which was concluded in the area of education, could not be overlooked.

Keywords: Knowledge management, Education, Organizational culture, Human resources, Malekan