

Survey the Effect of Personality Characteristics on Knowledge Sharing (Case: University of Tehran School of Management Students)

Mazaher Yousefi Amiri^{1*}, Aryan Gholipour², Davood Abbasi³, Mohsen Ghorbanloo⁴

1. Ph.D. student, Faculty of Management, Tarbiat Modares University, Tehran, Iran

2. Professor, Faculty of Management, University of Tehran, Iran

3. Assistant Professor in Organizational Behavior Management, University of Zanjan, Iran

4. Ph.D. student, Faculty of Management, Tarbiat Modares University, Tehran, Iran

(Received: 3 January, 2015 †Accepted: 25 April, 2015)

Abstract

One of organizations requirements is knowledge sharing among organization persons in the era of learning. Hence, the identification of factors affecting the implementation of knowledge sharing is very important. In this study, the relationship between the Five Factor Model personality dimensions (extraversion, adaptation, consciousness, neuroticism, Openness to experience) and knowledge sharing behavior is investigated to help managers and organizations in effective implementation knowledge sharing. For this purpose, questionnaire was designed to measure these variables and after ensuring the reliability and validity by confirmatory factor analysis, this questionnaire was distributed among a sample of 332 students from the School of Management. Research method is Survey- correlation research and it is specifically, based on structural equation modeling. The result showed that the dimension of agreeableness has positive and significant effect on knowledge sharing. But neuroticism has negative and significant effect on knowledge sharing

Keywords

Knowledge sharing, Personality traits, The five factor model of personality.

* Corresponding Author, Email: Y.mazaher@modares.ac.ir

Relationship between Spiritual Intelligence and Communication Skills of Lorestan University Staffs

Fakhrossadat Nasiri Valikbani^{1*}, Mohammadreza Ardalan¹, Ehteram Mirzakhani²

1. Associate Professor, Faculty of Literature and Human Sciences, Bu-Ali Sina University, Hamedan, Iran

2. MSc in Educational Administration, Bu-Ali Sina University, Hamedan, Iran

(Received: 22 December, 2014; Accepted: 29 April, 2015)

Abstract

Companies are always looking to use all possible means to achieve success and effectiveness. Today, is notable the use of people with more subjective and skills specific characteristics. The importance of the issue of spirituality and religion, especially spiritual intelligence, felt the various aspects of new era. One of the necessities in the field of anthropology, is according to scientists from the perspective of the human Spiritual dimension that defines the human being has biological, psychological, social and spiritual. This study was conducted to examine the relationship between spiritual intelligence and communication skills. Methods of descriptive/co relational. The population of the study justice minister, staff, Lorestan University in the academic year 91-92, Which include 520 of which 220 patients a class based on table krejcie and Morgan as were selected. The instruments used were: 1. Spiritual intelligence scale Hild Brant reliability 0.88, 2. Communication skills inventory Barton, with a reliability of 0.80. The date collected through the questionnaire white the appropriate statistical methods such as tables, graphs, mean, frequency, frequencies, standard deviation, one-group t- test, t-independent, a multivariate analysis of variance, person correlation and multipath anova and regression the same method of analysis was. The results that were obtained from the review questions and research hypotheses are: communications skills, spiritual intelligence is much lorestan university staff. Component of spiritual intelligence the only predicator variable personal means of communication. skill and other variables, these variables were not significant predictors , between spiritual intelligence lorestan university staff in term of age, years of service and education, there is no difference and communication between staff skills lorestan university of demographic characteristics (gender, age, work experience, and education), there is no difference.

Keywords

Communication skills, Employees, Emotional intelligence, Lorestan University.

* Corresponding Author, Email: fsnasiri2002@yahoo.com

Identifying and Ranking of Individual and Organizational Factors Affecting Transfer of High Technologies at Different Technology Readiness Levels (TRLs)

Jahanshah Charkhtab Moghaddam¹, Esmail Kalantari^{2*}

1. Ph.D. Student of Strategic Management, Supreme National Defense University, Tehran, Iran

2. MSc, Faculty of Entrepreneurship, University of Tehran, Tehran, Iran

(Received: 22 August, 2014 / Accepted: 11 March, 2015)

Abstract

One of the strategies for achieving the knowledge-based economy and wealth creation is High Technologies Transfer. Depending on their needs, all governments and knowledge-based corporations are transferring High Technologies at different technology readiness levels. In this study, the researcher seeks to identify and rank the individual and organizational factors affecting High Technologies transfer at different levels of readiness. For this purpose, the research method which has been used is qualitative -quantitative. Ten theoretical experts have been interviewed in the qualitative section and 100 practical experts have been interviewed using questionnaires in the quantitative section, also the results were analyzed. In qualitative section, analysis method is coding and in quantitative section, analysis methods are ANOVA and Friedman test. The findings revealed that the influence of individual factors on technology transfer is more than of organizational factors and also suggest this fact that by increasing the level of technology readiness the influence of individual and organizational factors on the success of technology transfer increases. Government and knowledge-based corporations will increase the possibility of success in transfer of High Technologies and will reduce its risks by considering individual and organizational factors that influence the transfer of High Technologies at various technology readiness levels.

Keywords

High Technologies, Individual Factors, Organizational Factors, Technology Readiness Levels (TRLs), Technology Transfer (TT).

* Corresponding Author, Email: esmaelkalantari@yahoo.com

Designing Cultural Policy Implementation Model for Islamic Republic Of Iran and Comparing It with Other Models

Hossain Khanifar¹, Seyed Mahdi Alvani², Hamid Haji Molla Mirzaee^{3*}

1. Professor, Faculty of Management, Farabi Campus, University of Tehran, Iran

2. Professor, Faculty of Management, Allameh Tabatabaie University, Tehran, Iran

3. Ph.D., Faculty of Management, Farabi Campus, University of Tehran, Iran

(Received: 20 January, 2015 / Accepted: 14 April, 2015)

Abstract

This article discusses about public policy implementation for cultural space in Iran. We want to design a model for implementing cultural policy. And will explain the factors of the model and the relations between them. Then we will compare the proposed model with the other famous models on the world. The proposed model created with the qualitative methodology which is Grounded Theory (GT). With presenting comparison table in this article the basic element or factors of different policy implementation models have compared with our proposed solution which is “designing the cultural policy implementation model for Islamic republic of Iran”. Three point of view and paradigms in public policy implementation are explained in this article; 1. Top-down approach; 2. Bottom up approach; 3. Synthesize or hybrid approach.

Keywords

Culture, Implementing Cultural Policy, Implementation Models, Policy Making, Implementation Research.

*Corresponding Author, Email: hhmirzaee@gmail.com

Investigating the Impact of Organizational Culture and Leadership Style on Technology Adoption and Knowledge Management: the Case of Qazvin Manufacturing Companies

Mohsen Hoshangi^{1*}, Seyed Majid Elahi², Zahra Amin Afshar³, Seyed Mahmoud Sadouq⁴

1. Ph.D. Student of production & operation, Management, Allameh Tabatabaai University, Tehran, Iran

2. Assisatant Professor, Faculty of social sciences, Imam Khomeini international University, Qazvin, Iran

3. MSc. in Production management, Imam Khomeini international University, Qazvin, Iran

4. MSc. in Technology Management, Iran University of Science and Technology, Tehran, Iran

(Received: 17 July, 2014; Accepted: 23 January, 2015)

Abstract

The purpose of this study is evaluating the impact of organizational culture and leadership style on knowledge management considering the mediating role of technology acceptance. The hypotheses were tested against the data collected from a sample of 54 manufacturing companies in Qazvin province, using the variance based structural equations modeling (partial least square technique) and path analysis method. The findings reveal that organizational culture and transformational leadership have a positive impact on knowledge management, but there are no positive impacts between transactional leadership and knowledge management. And also transactional leadership does not impact technology acceptance positively. Among the factors explaining transformational leadership, motivation and inspiration (most of all), individual attention and intellectual stimulation have a positive impact on knowledge management, while none of the transactional leadership indicators have significant influence on knowledge management and technology acceptance. Finally, findings indicate that acceptance of technology also has a significant and positive impact on knowledge management. The results of this research help managers to understand the impact of their leadership style and organizational culture on the acceptance of technology so that they can improve their companies' knowledge management.

Keywords

Knowledge Management, Organizational Culture, Technology Acceptance, Transactional Leadership, Transformational Leadership.

* Corresponding Author, Email: mo.hoshangi@yahoo.com

Study the Factors Affecting Entrepreneurship in Public Organizations (Case: RIPI)

Ali Pirannejad^{1*}, Mehdi Afkhami Ardakani²

1. Assistant Professor, Faculty of Management, University of Tehran, Iran

2. Faculty Member of RIPI, Tehran, Iran

(Received: 29 September, 2014 ; Accepted: 15 March, 2015)

Abstract

In the current age, having entrepreneur approach to public administration in public organizations is one of the critical issues that affect the output of the organizations, especially in developing and less developing countries. Although the approach is vital for public organizations, but unfortunately, few studies focused on it. The nature of the study is quantitative and based on applied and descriptive-survey method. Our population is comprised of 205 employees of oil industry research center. The data analysis is conducted through correlation, regression, and path analysis. The study found risk taking, innovativeness, and proactiveness are three important variables which influenced the process of public entrepreneurship. Also the study found that specialization, goal ambiguity and multiplicity, and political influence didn't affect the public entrepreneurship in the sample of the study.

Keywords

Innovativeness, Oil industry research center, Proactiveness, Public entrepreneurship, Risk taking.

* Corresponding Author, Email: pirannejad@ut.ac.ir

Studying the Effect of Organizational Culture Components on Knowledge Management in Agricultural Consulting, Technical and Engineering Services Ventures in Zanjan Province

Rohollah Rezaei^{1*}, Nafiseh Salahi Moghadam²

1. Associate Professor, Faculty of Agriculture, University of Zanjan, Zanjan, Iran
2. MSc. Graduate, Faculty of Agriculture, University of Zanjan, Zanjan, Iran

(Received: 30 November, 2014; Accepted: 10 May, 2015)

Abstract

The main purpose of this descriptive- correlative research was to study of the effect of organizational culture components on knowledge management in Agricultural Consulting, Technical and Engineering Services Ventures (ACTESV). The statistical population of the research consisted of all experts in the ACTESV in Zanjan Province (N= 301). According to the Bartlett, et al. (2001), a sample size of 207 was selected using the stratified random sampling technique. The standard questionnaires were used to collect data. The content validity of the questionnaire was confirmed by a panel of experts. The construct validity and the composite reliability of the research instrument were satisfied after making necessary corrections. The results showed that four components of organizational culture including mission, adaptability, involvement and consistency explained totally 41 percent of variances of knowledge management in the ACTESV in Zanjan Province. Based on the findings, it can be concluded that reinforcing organizational culture directly results in developing knowledge management in the ACTESV.

Keywords

Agricultural services ventures, Knowledge management, Organizational culture.

* Corresponding Author, Email: r_rezaei@znu.ac.ir

Investigating the Differences in Negotiation Styles of Iranian and Korean Managers

Hamed Dehghanan¹, Iman Ashofteh^{2*}

1. Assistant Professor, Faculty of Management & Accounting, Allameh Tabataba'i University, Tehran, Iran

2. Ph.D. Student, Faculty of Management & Accounting Allameh Tabataba'i University, Tehran, Iran

(Received: 26 November, 2014; Accepted: 11 May, 2015)

Abstract

People with different cultures use different strategies in the process of negotiation and the success of international negotiations is dependent on the negotiators' ability to communicate effectively in different cultural conditions. The aim of this study is to identify the differences between the negotiation style of Iranian and Korean managers. For this reason, this research utilized a combination of quantitative and qualitative approach. The quantitative approach is done by statistical analysis of the questionnaires gathered from total 29 managers who are engaged in the international agreements between two companies LG and Goldiran. To get more clear results, the result of the questionnaires is then investigated in the interview with some of the managers. The finding of this research is that although Iranian and Korean negotiators have similar negotiation style, there are some differences in communication and outcome factors. At the end, practical recommendations for negotiators are offered.

Keywords

Business negotiations, Cultural difference, International contracts, Negotiation style, South Korea.

* Corresponding Author, Email: iman@ashofteh.ir

Evaluating the Influence of Employee Voice on Employees' Performance and Creativity through the Mediating Role of Job Engagement

Hassan Rangriz¹, Saeed Rezaee^{2*}

1. Associate Prof., Faculty of Management and Accountancy, Kharazmi University, Tehran, Iran

2. Ph.D. Student, Faculty of Management and Accountancy, Kharazmi University, Tehran, Iran

(Received: 26 October, 2014; Accepted: 23 April, 2015)

Abstract

Employee voice, due to its role in improving the employees' and organizations' performance, has attracted the attention of researchers and managers in recent years. This study aims at developing an employee voice scale customized to Iran's context and also evaluating the influence of employee voice on employees' performance and creativity through the mediating role of job engagement. This study is considered as applied considering its aim and as descriptive- correlative study considering the way data is gathered. Knowledge employees of Kaleh Company were selected as the population of this research. Census sampling was used and 234 questionnaires were distributed among the respondents for gathering data. Explorative factor analysis, confirmatory factor analysis and structural modeling tests were used for data analysis. The results of testing the hypotheses indicate that employee voice has significantly positive effect on job engagement. Results also prove that job engagement has positively significant effect on employees' performance both directly and indirectly through the mediating role of creativity.

Keywords

Creativity, Employee Voice, Job Engagement, Performance.

* Corresponding Author, Email: std_rezaee@khu.ac.ir

Identification of Organizational Culture based on Denison Model (Case: Islamic Republic of Iran Broadcasting (IRIB))

Seyed Mohammad Reza Salehi^{1*}, Naser Mirsepasi², Ali Akbar Farhangi²

1. Ph.D. in Media Management, Faculty of Management & Economics, Science and Research branch, Islamic Azad University, Tehran, Iran

2. Professor, Faculty of Management & Economics, Science and Research branch, Islamic Azad University, Tehran, Iran

(Received: 28 September, 2014; Accepted: 25 December, 2014)

Abstract

This article studies organizational culture in IRIB based on Denison model. The main objective of the research is recognize organizational culture features and dimensions in IRIB. To do this the survey method is applied. To test reliability, Cronbach's Alpha was calculated 0.924. The statistical community of the research comprises All Employees in IRIB. After application of sampling formula to a small community, 352 participants have been selected and tested according to simple Classification and random sampling. For data analysis, Binomial test showed that Involvement, Consistency and Adoptability are not a proper state and are lower than the average state but Mission is the average state. According to Friedman test, respondents view Mission as the most important organizational culture features in IRIB.

Keywords

Organizational culture, IRIB, Denison Model.

* **Corresponding Author, Email:** salehi_smr@yahoo.com

The Psychological Empowerment's Enhancement in Light of Knowledge Sharing

Rahmatollah Gholipour^{1*}, Hamzeh Samadi Miarkolaei², Hossein Samadi Miarkolaei³

1. Associate Professor, Faculty of Management, University of Tehran, Iran

2. Ph.D. Student, Young Researchers and Elite Club, Qaemshahr, Iran

3. MSc. in Public Administration, Young Researchers and Elite Club, Qaemshahr, Iran

(Received: 1 December, 2014 ; Accepted: 5 May, 2015)

Abstract

Empowerment within an organization is an ability that provides decision making opportunity by developing the span of authority, and it caused the breakage of traditional hierarchy of organizational structure. Among different dimensions of empowerment, its psychological dimension so has been considered by researchers in length of past years. Knowledge sharing is one of the factors which effects on psychological empowerment. The purpose of the present research is investigation of relationship between knowledge sharing and psychological empowerment. The method used in this study in terms of data collection is descriptive- survey method and in terms of research purposes, it is an applied research. Statistical population of present study includes 387 persons of Training and Education Employees of Mazandaran Province and its equal sample includes 172 employees. Data is collected by using standard questionnaires, and analyzed by SPSS and LISREL software. Results show that there is significant and positive relationship between psychological empowerment and all dimensions of knowledge sharing. According to observed results, knowledge sharing is a much strong factor that can lead to employees' empowerment.

Keywords

Knowledge Management, Knowledge Sharing, Organization, Psychological Empowerment.

* Corresponding Author, Email: rgholipor@ut.ac.ir

Public Administration based on Nahj-alblaghah (Case Study: command 53)

Ali Naghi Amiri*

Associate Professor, Farabi campus University of Tehran, Iran

(Received: 29 November, 2014; Accepted: 7 March, 2015)

Abstract

Any attempt to modify existing Sciences based on Islam, needs attention to Islamic principles and structures. This process involves them in all stages of the production process of religious knowledge. Passive avoidance and use of all facilities and opportunities in the manufacturing process right wing Islamic human sciences and management, in particular, requires the design of a Islamic comprehensive model of management.

This study is to explore the Nahj-alblaghah, especially Historical command of Imam Ali to Malik, to design Islamic public administration model. This research is based on content analysis and leads to 1200 concepts, 500 indicator, 99 components, 18 categories and ultimately lead to a five-dimensional model, fundamentals, principles, methods, functions and kinds.

Keywords

Dimensions, Foundations, Method, Nature, Public administration.

* Author's Email: anamiri@ut.ac.ir

Exploring the Ways of Enhancing Tourism Industry of Iran

Moslem Bagheri^{1*}, Hassan Zarei Matin²

1. Associate Professor, Faculty of Economic, Management and Social science, Shiraz University, Iran

2. Professor, Farabi Campus University of Tehran, Iran

(Received: 29 June, 2014; Accepted: 25 January, 2015)

Abstract

Iran's unique attractions and destinations make it of great potentiality for utilizing tourism industry. according to statistics of the international and national organization tourism, the situation of tourism in Iran is not suitable, which is a sign of an undesired situation in the industry and failing to make use of the existing capabilities and potentials of the country. Therefore, this research has used exploratory mixed method and qualitative content analysis in its qualitative part, and survey method and structural equations in the quantitative part in order to contemplate solutions for enhancement of tourism industry in Iran. After acquiring theoretical sufficiency by interviewing the experts of the field and applying qualitative content analysis on interviews, a questionnaire was designed and distributed through a survey. As a result, 15 major solutions were identified both in terms of government-related solutions and industry- focused ones. Finally, the two sets of solutions were harmonized to shape a model for enhancing tourism industry in the country.

Keywords

Tourism, Tourism industry, Tourism industry enhancement solutions, Exploratory mixed research method.

* Corresponding Author, Email: bagherimoslem@shirazu.ac.ir

The effects of individual and group pay for performance and pay dispersion on performance: A Hierarchical Linear Modeling Approach (HLM) in Mellat Bank

Mohsen Nazari¹, Ali Divandari², Hamzeh Rayej^{3*}

1. Associate Professor, Faculty of Management, University of Tehran, Iran

2. Professor, Faculty of Management, University of Tehran, Iran

3. Ph.D. in Management, University of Tehran, Iran

(Received: 5 July, 2014; Accepted: 8 January, 2015)

Abstract

Today's organizations change their pay structure and pay for performance role increased in pay package. Performance pay in every organizational level has been appear. Many researches show that in high performance organizations, variable pay has critical role. Another variable that is very important in designing compensation strategy is pay dispersion. With using hierarchical linear modeling and real salary and wage data from Bank Mellat, research show that performance pay and pay dispersion influence performance and pay dispersion has a moderator role. Also research show that individual performance pay and pay dispersion are more important than group pay for performance.

Keywords

Group pay for performance, Hierarchical Linear modeling, Individual pay for performance, Pay Dispersion, performance.

* Corresponding Author, Email: hamzehrayej@gmail.com