



The relationship between knowledge management and employee education knowledge in Power Distribution Company of Golestan province

Maryam Hesami^{1*}, Samira Soheili Rad²

¹Golestan electrical power Distribution Company

²Young Researchers and Elite Club, Aliabad Katoul Branch, Islamic Azad University, Aliabad Katoul, Iran.

ARTICLE INFO

Article history:

Received 21 Nov 2019

Received in revised form 11 Jan 2020

Accepted 25 Feb 2020

Keywords:

Knowledge management,
Education,
knowledge,
Golestan Provinc,
Electricity Distribution Compan,

ABSTRACT

Objective: The aim of this study is to investigate the relationship between knowledge management and education, knowledge in Power Distribution Company in Golestan province. **Methodology:** The objective of the research is applied and the method of data collection, descriptive and correlational study which was conducted in 1392. The research method is a survey and questionnaire. In this study to measure knowledge of inventory management, and to measure education, education, knowledge is knowledge of the questionnaire. 320 of the population and the sample size was 175 people. SPSS software to analyze the data using the Pearson correlation coefficient was used. **Results:** The results of the minor ones also showed that between components of knowledge management (harvesting, refining, organization, dissemination and application), there is a significant and positive relationship with the education of knowledge workers. **Conclusion:** The results of research (translation) helper method "knowledge management, knowledge organizations and knowledge workers" in line with the results of this paper suggest that knowledge workers today are designed for enterprise business processes.

1. Introduction

In We not only new millennium, we live in a new age. During this period, various expressions such as post-industrial age, the age of information or knowledge society, used to describe the current situation. Regardless of the terminology, most experts believe that one of the major issues raised during this period, the concept of knowledge management is a concept that has created excitement and cause for debate is abundant.

Need to manage the growth of knowledge based on the perception of the business community stems from the fact that access to knowledge in organizational performance and sustainable competitive advantage, an important factor to be considered (Davenport and Grover, 2001).

The clever design knowledge management processes, tools, structures, etc. with the intent to increase, modernization, subscription or improving the use of knowledge in each of the three elements of intellectual capital, the structural, social and human appears This management organizations to learn problem solving, strategic planning and decision-making for efficient and effective dynamic Mysazd.dr knowledge age, most organizations have realized that their success is not due to physical assets, but also because of the experience and skills human resources.

Organizations have realized that their knowledge on how to do things which should be considered as an important asset as well as other valuable organizational assets, these assets also managed.

The importance of human resources in the knowledge and experience of individuals and their capabilities lie. In fact, theorists in the field, individual knowledge as a primary source of organizational knowledge creation system. Knowledge as the main source of today's organizations, the mind arises organization.

This paves the way for more investment organizations improve organizational culture and provide a platform to promote the creation of incentives has made it easier.

* Corresponding author: Maryamhesami@gmail.com

DOI: <https://doi.org/10.24200/jmas.vol8iss02pp39-43>

1.1 Background Research

KHANSARI (2005) in his doctoral dissertation investigates the power of KM's Special Libraries And has concluded that the use of knowledge management in the field of low power and knowledge management issues and problems surrounding Runs The organization is one of the main challenges. Abbas monavaryan (2009) in a research training requirements in the era of knowledge-based knowledge workers (knowledge age) pay. The results of this study indicate that ICT large part of the literature devoted to, but less attention has been paid to issues related to knowledge workers.

Preservation and maintenance of the employees and foster their learning capacity decisive role in the success and competitive advantage for the organization. Employee training knowledge and the nature of work they do, their specific training requirements for support (Win, 2009).

Stanley (2000) in their study the impact of knowledge management on organizational culture concluded Was the necessity of applying Knowledge management is that environmental organizations to share, transfer and create confrontation among members and their knowledge in order to teach the concept of interactions.

Only by examining changes and creating an organizational culture convenient and flexible that it can be Can be gradually changed the pattern of interaction between people in the organization and management of knowledge as a competitive advantage Bull.

Hassan helper method (2009) "knowledge management, knowledge organizations and knowledge workers" and states that the results of this paper were consistent knowledge workers today are designed for enterprise business processes.

They are very understanding of the environment and be able to commence as compliance of the organization with the environment that is rapidly changing, adjusting (dirt, 2003).

Monavaryan (2005) a case study at Nucor Steel Company have done. In this study, the gap between knowledge management theory and practice in regard to the role of organizational culture in knowledge management and examined its requirements.

The two researchers achieved the following results: flexible organizational structure, knowledge management helps to be flexible and to spread knowledge without regard to the role of individuals, performance, jobs and the other traditional barriers.

Information systems to support effective knowledge organization must be in a way that encompasses not only technology but also activities like story telling, drawing knowledge and sharing of information by techniques also include an interview.

Creating a new role as a knowledge manager in the organization of activities and functions related to knowledge management to enhance individual and collective.

2. Materials and methods

2.1 Research Methodology

The methodology of this research is descriptive and correlational survey. In terms of monitoring and control of field research among the research is trying to answer a problem .. applied research and scientific problems that exist in the real world.

2.2 Data collection

Library and field data collection will be done in two ways.

2.3 The data collection tool

In this study, according to the survey questionnaire investigated the matter and the methodology to be used as a research tool. In this study, standard questionnaires will be used to measure the research variables. In this study to measure knowledge of inventory management Lawson (2003), and to measure education, education, knowledge is knowledge of the questionnaire (Gopta and Govinda, 2000).

2.4 The population and sampling

society (16 of 320 patients) a statistical sample of 175 is determined based on Morgan table and farmers. The sample in this study is simple random sampling. In this way, the probability of selection for all members of society because of the similarity of organizational culture, and each one of the independent members of society equal chance to be in the sample. The purpose of this is to choose an independent member does not impact in any way on the rest of society (Georgian, 2010).

2.5 Inferential statistics

2.5.1 The main hypothesis of the first

Between knowledge management and education, knowledge in Power Distribution Company of Golestan province there is a significant relationship.

Table 1. Calculation of the relationship between knowledge management and education, knowledge in Power Distribution Company of Golestan province

| Significance level | a | Correlation pearson | The number of respondents | Statistics Variable |
|--------------------|------|---------------------|---------------------------|---|
| 0/00 | 0/10 | 75/0 | 175 | Knowledge management and education, knowledge |

According to a factor of 0/99 significant level Pearson correlation coefficient (0.00) that the default value 0/10) is lower. The null hypothesis (no relationship between knowledge management and education, knowledge in Power Distribution Company of Golestan province) rejected and the alternative hypothesis (the relationship between knowledge management and education, knowledge in Power Distribution Company of Golestan province) accepted Bourne other words , it can be concluded: between knowledge management and education, knowledge in power distribution company of Golestan province is a significant relationship there. And because Mqdarayn positive correlation coefficient (0/75) stated that the two variables can change in one direction This means increasing one else can be increased and vice versa.

You can also use the results of this test, with 99 percent of the population be generalized.

First sub-hypothesis test sub-hypotheses:

First hypothesis: a significant relationship between knowledge workers growing knowledge picked up there.

Table 2. Calculation of the relationship between knowledge harvesting and cultivation of knowledge workers

| Significance level | a | Correlation pearson | The number of respondents | Statistics Variable |
|--------------------|------|---------------------|---------------------------|--|
| 0/007 | 0/01 | 20/0 | 175 | Harvesting of knowledge and education, knowledge |

According to a factor of 99/0 significant level Pearson correlation coefficient (007/0) as the default value (01/0) is lower. The null hypothesis (no relationship between harvesting knowledge and education, knowledge) rejected and the alternative hypothesis (the relationship between harvesting knowledge and education, knowledge) accepted Bourne other words, it can be concluded: knowledge and education, knowledge of the relationship between groundwater there.

And because the amount is significantly positive correlation coefficients (20/0) stated that the two variables can change in one direction, ie, an increase in one causes the other and vice versa.

You can also use the results of this test, with 99 percent of the population be generalized (Morey and Frangiso, 1998).

The second hypothesis: the filtering of knowledge workers growing knowledge there is a significant relationship.

Table 3. Calculation of refining the relationship between knowledge and education, knowledge

| Significance level | a | Correlation pearson | The number of respondents | Statistics Variable |
|--------------------|------|---------------------|---------------------------|--|
| 0/001 | 0/01 | 24/0 | 175 | Harvesting of knowledge and education, knowledge |

According to a factor of 0/99 significant level Pearson correlation coefficient (0/10) as the default value (0/10) is lower. The null hypothesis (no relationship between refining knowledge and education, knowledge) rejected and the alternative hypothesis (the relationship between the refining knowledge and education, knowledge) accepted Bourne other words, it can be concluded that the relationship between the refiner knowledge and education, knowledge there.

And because Mqdarayn is significantly positive correlation coefficient (0/24) stated that the two variables can change in one direction, ie, an increase in one causes the other and vice versa.

You can also use the results of this test, with 99 percent of the population be generalized.

The third sub-hypothesis: the organization of knowledge workers growing knowledge there is a significant relationship.

Table 4. Calculation of the relationship between fostering knowledge management and knowledge workers

| Significance level | a | Correlation Pearson | The number of respondents | Statistics Variable |
|--------------------|------|---------------------|---------------------------|--|
| 0/000 | 0/01 | 54/0 | 175 | Knowledge management and knowledge workers growing |

According to a factor of 99/0 significant level Pearson correlation coefficient (0.00) that the default value (01/0) is lower. The null hypothesis (no relationship between knowledge management and education, knowledge) rejected and the alternative hypothesis (the relationship between knowledge management and education, knowledge) accepted Bourne other words, it can be concluded that the relationship between knowledge management and knowledge workers growing there.

And because Mqdarayn is significantly positive correlation coefficient (54/0) stated that the two variables can change in one direction, ie, an increase in one causes the other and vice versa.

You can also use the results of this test, with 99 percent of the population be generalized.

3. Discussion and results

As The most important step in any research, the discussion and conclusion. It is evident that research be done in every area that has a specific purpose and motivation is, but what is important and what can be achieved results that can be applied

In this section we describe the results of the findings of this study Myprdazym.hdf answer to the question of whether the relationship between knowledge management and education, knowledge in Power Distribution Company of Golestan province have a significant relationship or not?

In this way and based on original hypothesis first study, five sub-hypotheses were discussed.

The main hypothesis to explain the relationship between knowledge management to check first with knowledge in education, and as knowledge management as one of the latest tools and management techniques, an important role to play as part of a strategic human capital management

On the other hand, knowledge management and also suggests that the most valuable resources in any organization, knowledge of its employees. cleaning, organizing, disseminating knowledge and application of the most important activities per person per organization

Considering the increasing importance of knowledge as the most important asset an organization has, education, knowledge and further increase their learning capacity of a human resource management has become one of the most effective ways. One of the most effective ways to achieve this the proper training and the quality of the staff.

4. Conclusion

However, these strategies must be coordinated with architectural issues and culture to increase the capacity of staff learning.

For example, Abbas monavaryan (2009) in a research training requirements in the era of the knowledge age of knowledge workers.

The results of this study indicate that ICT large part of the literature devoted to, but less attention has been paid to issues related to knowledge workers. Preservation and maintenance of the employees and foster their learning capacity decisive role in the success and competitive advantage for the organization. Employee training knowledge and the nature of work they do, their specific training requirements for support.

Davenport and Prusak (2000) in a study of the effect of knowledge management, organizational culture and its relationship with the West Azerbaijan province's growing knowledge workers in government agencies. staff knowledge is required to store knowledge and distribute it in the upper limit given special attention.

The results of research (translation) helper method H. (2007) "knowledge management, knowledge organizations and knowledge workers" in line with the results of this paper suggest that knowledge workers today are designed for enterprise business processes.

REFERENCES

- Davenport, T. & Larsh, P. 2001. Knowledge management, translation: H. Rahmanseresht, first edition, Tehran: Publication Sapco.
- Davenport, T. & Prusak, L. 2000, "working knowledge: How organizations manage what they know?" Harvard business school press.
- dirt, G. 2003. The research method, an approach reflected Payannamhny- publications.
- Georgian, M. 2010. research methods in management, especially management and accounting and other human sciences, printing, Tehran: the New Year.
- Gupta, A. & Govinda, V. 2000. "Knowledge management's social dimension lessons form Nucor steel"; Solan Management Review , 42.
- helper method, H. 2007. Knowledge management, printing, Tehran: Author.
- KHANSARI, J. 2005. Study of Knowledge Management in Special Libraries Electricity Affairs, Ministry of Energy, Ph.D. thesis Library, Islamic Azad University, Science, Research Tehran.
- Lawson, S. 2003. Examining the relationship between organizational culture and knowledge management.
- monavaryan, A. & Sharifi, M. 2008. "Organizational culture relying on Denison Model" printing, Shiraz, Shiraz University Publishing Centre.

- Monavaryan, A. 2005. knowledge workers in the age of knowledge-based training requirements, Journal of administrative reform, Sun: 48.
- Morey , D, & Frangiso, T. 1998." aligning an organization for learning : the six principles of effective learning ", Journal of knowledge management.
- Stanley, D. 2000. "management culture", translated by Naser Mir thanks and trusted Parichehr Georgian, First Edition, Tehran, publisher of pearls.
- Win, SH .2009. What is knowledge management? According to Web site development.

How to Cite this Article:

Hesami M. , Soheili Rad S., The relationship between knowledge management and employee education knowledge in Power Distribution Company of Golestan province, Journal of Management and Accounting Studies 8(2) (2020) 39–43.