

Abstract

The main purpose of the present research is to Investigate the Impact of Social Capital on Knowledge Transfer Based on Organizational Learning and Absorption Capacity and Organizational Trust of the Employees of Rasht Documents registration. The statistical population of the study is 650 Employees of Rasht Documents registration. The sample size was determined using the Cochran formula at 265 people. The results of the study showed that Cognitive Capital affects the relational capital and structural capital of the staff of Rasht registration of documents organization. Also, the findings showed that structural and relational capital have a significant effect on Exploitative and Exploration learning of the employees of Rasht registering documents organization. Exploitative learning also has an impact on the exploration learning of the staff of Rasht Registration Organization. Finally, the findings showed that Exploitative learning has an impact on the transfer of knowledge of the employees in terms of organizational trust and absorption capacity.

Keywords: Social Capital, Knowledge Transfer, Absorption Capacity, Organizational Trust, Organizational Learning.

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