The Relationship between Intentional Organizational Forgetting and Organizational Innovation: the Mediating Effect of Organizational Learning Capability in the bank's branches in Guilan Province

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Abstract: Organization forgetting management is as important as organization learning to organizational innovation. This research focused on the organizational innovation implicated by intentional organizational forgetting and organizational learning capability and attempted to find the relationship between intentional organizational forgetting, organizational learning capability and organizational innovation in the bank's branches in Guilan Province. The statistical population of this study have included 29 banks and financial and credit institutions of Guilan and statistical sample have collected with random clustering method among the managers and employees of branches of the banks and institutions by questionnaire. The Organizational innovation has measured with dimensions of management innovation, human recourses, organizational innovation and administrative and technical planning and innovation. The targeted forgetting has measured with dimensions of avoiding bad habits and learning. Learning capability also has measured with dimensions of the purpose and mission of commitment, the leader authority, testing ability, the ability to share and knowledge and ability of teamwork. The data of this study have analyzed with structural equation modeling method and the PLS method have used due to low number of samples. Finally, finding of this study have showed that organizational targeted forgetting have an indirect effect on organizational innovation while the organizational learning capability have played a meditating role between them.
Keywords: Organizational innovation, Intentional organizational forgetting, Organizational learning capability

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