The Relationship between the Knowledge-Based Leadership and Innovative Performance of Public Organizations in Gilan Province

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The aim of study was to investigate the relationship between the knowledge-based leadership and innovative performance of public organizations in Gilan Province. To achieve this goal, the research model was designed based on پلبلو studies (2015). It is an applied study in terms of purpose and a descriptive-survey regarding methodology. The study population included 52 government agencies in Rasht were ed by random stratified sampling method based on Morgan table. Data were collected via field study and the questionnaire. In order to analyze the data obtained was used the structural equation modeling (SEM) based on partial least squares in SmartPLS software. The results indicated that knowledge transfer influence on innovative performance at a confidence level of 99.9% (t = 7.98), and the intensity of the effect is equal to r=0.63 and its direction is direct and positive. The results also demonstrated that the use of knowledge can impact on innovative performance at a confidence level of 99% (t = 2.88) and the intensity of the effect is equal to r=0.26 and its direction is direct and positive. Creating knowledge affects on the innovative performance at a confidence level of 95% and the intensity of the effect is equal to r=0.21 and its direction is direct and positive. There is a relationship between processes of knowledge accumulation and innovative performance of organization through knowledge transfer processes at a confidence level of 99.9%. In addition, there is a significant relationship between processes of knowledge accumulation and innovative performance of organization through the processes of applying knowledge at a confidence level of 95%. On the other side, knowledge-based leadership have no a significant positive effect on knowledge transfer because according to the value of t (t = -0.002), it was not confirmed. As well as, knowledge-based leadership influences on knowledge documentation at a confidence level of 99.9% (t = 10.56) and the

intensity of the effect is equal to r=0.58 and its direction is direct and positive. Plus, knowledge-based leadership influences on applying knowledge at a confidence level of 99% (t = 3.10) and the intensity of the effect is equal to r=0.39 and its direction is direct and positive. Eventually, knowledge-based leadership influences on creating knowledge at a confidence level of 99.9% (t = 4.22) and the intensity of the effect is equal to r=0.41 and its direction is direct and positive.

Keywords : Knowledge-Based Leadership, Innovative Performance, Knowledge Management