

# **the effects of individual motivations and social capital on employees tacit and explicit knowledge sharing of social security rasht city staff**

seyedeh armaghan majedi\*,

**In this research, we examine the effects of individual motivation and social capital on the tacit and explicit sharing of ICT staff. The population of the study was 218 people. The sample size was 137 using sampling formula. A questionnaire was used to collect data. Out of 150 questionnaires distributed, 142 were analyzed and analyzed. Data analysis was done using the LISREL software. The results of the research show that all three dimensions of individual motivation (dimension of organizational rewards, dimension of reciprocity, and enjoyment later) and social capital variables affect the sharing of tacit and explicit knowledge. Make it And there is a positive and direct relationship, ie, by increasing or decreasing independent factors, the dependent variable (tacit and explicit knowledge sharing) also increases or decreases. Also, the implicit knowledge sharing variable affects the employee's explicit knowledge variable and has a positive and direct relationship.**

**Keywords : Key words: Individual motivation, social capital, knowledge sharing, tacit knowledge sharing, explicit knowledge sharing**

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