

Investigating the relationship between collaborative climate and knowledge sharing behavior with regard to the role of job independence and internal motivation (Case study: Department of Labor and Social Welfare of Guilan Province)

alireza pirbeyg*,

Abstract This research studies the relationship between collaborative climate and knowledge sharing behavior with regard to the role of job independence and internal motivation. This model examines the relationship between participatory climate and knowledge sharing behavior with regard to the role of job independence and internal motivation. The independent variable of the cooperative climate and the dependent variable are knowledge sharing and the moderating variables of job independence and internal motivation. The statistical population of the study is the staff of the Department of Labor and Social Welfare of Guilan Province in 500 people. Therefore, the level of individual analysis is. Morgan table was used to obtain statistical data. According to Morgan's table, 217 questionnaires were distributed among employees of the Department of Labor and Social Welfare of Guilan Province. In this research, a non-probabilistic sampling method was used. The current research is based on the purpose of the applied type and in terms of information gathering method, descriptive research and correlation type. The method of collecting information the field, the standard data collection tool, and the data analysis method, is the analysis of structural equations. The validity of the research was assessed using content validity through respected teachers and experts. The reliability of the research was also measured by Cronbach's alpha method and it is confirmed that the alpha value

above 0.70 is considered acceptable. In this research, Kolmogorov-Smirnov test was used to test the normal variables. Since the variables were normal and the purpose of the study was to measure the effect of variables, structural equation analysis was used. The results of the study showed that there is a relationship between the cooperative climate and the knowledge sharing behavior with respect to the role of job independence in the job and social affairs office of Guilan province. There is a relationship between the cooperative climate and knowledge sharing behavior with regard to the role of internal motivation in the Department of Labor and Social Welfare of Guilan Province. **Keywords: Participatory atmosphere, Knowledge sharing behavior, Job independence, Internal motivation**

Keywords : **Keywords: Participatory atmosphere, Knowledge sharing behavior, Job independence, Internal motivation**

[Islamic Azad University, Rasht Branch - Thesis Database](#)
[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)