

# **Investigating The relationship between individual motivation, social capital and knowledge sharing of staff (Case Study: main Department of Cooperatives, Labor and Social Welfare of Gilan)**

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**Abstract** The aim of this study was Investigating The relationship between individual motivation, social capital and knowledge sharing of staff . this study was descriptive and in terms of goal was functional . data collection perspective is a field study . data collection tools in this study was questionnaire which consist of 21 questions for analyzing the all variables of study . To measuring the variables, 5-point Likert-spectrum, was used . The validity was confirmed by professors, and experts, and the reliability was approved with using Cronbach's alpha . the statistical population of this study were all Employees of cooperation , Labor and Social Welfare Department of Gilan . with Using Cochran formula , 160 people, were examined as a final sample of study . In order to test the hypotheses, structural equation modeling was used . the results showed that there is a significant relationship between Individual incentives, including corporate reward, pleasure and mutual relationships , with implicit and explicit knowledge sharing, . also Social capital had a significant relationship with implicit and explicit knowledge sharing.

**Keywords :** Keywords: personal motivation, social capital, knowledge sharing, cooperation Department

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