
The effect of job design on employee's motivation to knowledge share with regarding to mediating role of emotional commitment (Case study: guilan social security organization)

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Today, knowledge as a valuable asset in order to create and enhance value in any organization is known and the management of such intangible asset is one of the success factors in organizations. But knowledge, when can be effective that was shared across the organization. Therefore, knowledge sharing is considered as a key element in the process of knowledge management. The general purpose of this study was to investigate the influence of job features on employee motivation in sharing knowledge according to mediating role of affective commitment in Social Security Organization of Guilan province. Research method is descriptive kind and its purpose is functional, and data collection method is field and its instrument is questionnaire. In the present study, the studied statistical society is all of Social Security Organization of Guilan province customers. By considering the total statistical population and according to Cochran formula, the sample size number is 247 people. And the available non-probability sampling method was used. Data through SPSS, version 20, and LISREL 8.54 were analyzed. The results of this study showed that at 95% confidence level, skills diversity has an effect on affective commitment. But there was no evidence on confirming the identity of the working effects on affective commitment. Also in the 95% confidence level, job autonomy, feedback work and the importance of working has an effect on affective commitment. Also at 95% confidence emotional commitment in comparing with organization has an effect on the intrinsic motivation of employees to share knowledge. And finally the main hypotheses about the effects of job characteristics on the intrinsic motivation of workers in knowledge

sharing according to the mediating role of affective commitment will also be accepted.

Keywords : Key words: sharing knowledge, emotional commitment, job characteristics, and employee motivation

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