

# **The Impact of organizational justice on organizational innovation capability with mediating role of gathering and sharing of knowledge (Case Study: The branches of Meli Bank in Guilan Province)**

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**Due to creating several strategic benefits to individual, group, organizations as well as nations, the knowledge sharing needs to be further studied to better understand its implications and determining factors. Organizations justice is an important concept that affects knowledge sharing in organization, which in turn influences innovation capabilities of the organizations. This research focuses on organizational justice and the role it focuses on knowledge exchange and to explore the impact of knowledge exchange is the innovation capability of organizations. The main research question is: Do justices to the role of intermediary organization can gather and share knowledge on organizational innovation capability in Gilan Province affects Melli bank branches? Accordingly, the main hypothesis is that these plans The mediating role of organizational justice with the collection and sharing of knowledge on the impact of organizational innovation at National Bank branches in Gilan province. The population consisted of 452 employees of Bank Melli city of Rasht in Gilan province is, The random sampling with a sample size limited through Cochran's formula to determine the sample size was 210. The research method was descriptive survey and measurement standard questionnaire. Validity study of the reliability of expert opinion. Also using Cronbach's test was used to assess the reliability of the research. Data collected using inferential statistics were used structural equation using the software Lisrel and to descriptive statistics and demographic variables SPSS software is used. The results show that interactional justice and procedural knowledge and knowledge sharing has a positive impact on the Arwa. Also collect knowledge and**

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knowledge sharing organizations have had a positive impact on the tapes.

**Keywords : Organizational Justice, collecting knowledge, sharing of knowledge, innovation**

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