
Effect of Supportive Climate on Knowledge Sharing: The Moderating Roles of Job Autonomy and Intrinsic - Extrinsic Motivation in Staff of Guilan University of Medical Sciences

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Background and objective: Nowadays people's ability and willingness to share knowledge is an important issue for each organization, so that the inability and unwillingness to share new knowledge and to distribute new knowledge among employees is one of the critical constraints of managers in an organization. Organizational atmosphere plays an important role in shaping the interaction and employees' behavior and affects their understanding of knowledge management. Knowledge sharing can be mentioned as a mixture of three related aspects: the supportive atmosphere, job independence, and internal motivation (Llopis & Foss, 2016). The results of the research showed that in knowledge sharing process, to share knowledge, external motivational factors also play key role for employees (Akhavan, 1392). **Materials and Method:** This study is a descriptive-survey in terms of data collection method and is practical in terms of purposes. The data collection tool is a questionnaire consisting of 18 questions that has evaluated 4 variables of knowledge sharing behavior, job-independence, supportive atmosphere and external/internal motivation. The sample size included 341 employees Medical Sciences University in Guilan who were selected through random sampling and the sample size has been obtained through Cochran formula; and Smart pls spss20 software and descriptive statistics indices have been used for analyzing and testing the hypotheses. **Result:** Describing the variables, job-independence variable had the highest variance and standard deviation. The degree of interactive relationship between the supportive atmosphere and external/internal motivation with the knowledge sharing behavior was 6.38. The degree of interactive relationship between

the supportive atmosphere and job-independence with the knowledge sharing was 0.579, and the degree of interactive relationship between supporting atmosphere variable and the knowledge sharing behavior of employees of Medical Sciences University was 0.338, which confirmed all of hypotheses. Conclusion: This study indicates the importance of the variables of job-independence and external/internal motivations between supportive atmosphere and knowledge sharing among employees of the medical sciences university. So, in order to strengthen the information and Knowledge of their learners, educational institutions, especially universities, should be able to create the power of knowledge sharing. In line with the organization's supportive atmosphere with employees' autonomy and necessary motivations, university administrators need to promote the behavior of knowledge sharing among employees.

Keywords : knowledge sharing, job-independence, supportive atmosphere, internal and external motivation

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