

Investigating the effect of knowledge sharing (KS) on the performance of the company with the mediating role of intellectual capital (IC)

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Abstract: The main objective of this study is to investigate the effect of knowledge sharing (KS) on the performance of the company with the mediating role of intellectual capital (IC). This study is an applied research, and a survey-descriptive method is used. The population of the study includes employees of Iran Insurance branches, which 169 individuals were ed using random convenience sampling method. Data were collected using a 5-point Likert scale questionnaire. Then, the collected data were analyzed using SPSS and pls software. The results of this research show that explicit knowledge affects human capital, structural, behavioral, and operational performance. Also, tacit knowledge affects human capital, behavioral, operational performance, and financial performance. Structural capital affects operational performance, and behavioral capital affects operational performance. **Key words:** financial performance, operational performance, explicit knowledge, tacit knowledge, intellectual capital

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