
Investigating the Effect of Information Technology Acceptance on Knowledge Sharing Intention with Regarding to the Moderating Role of Organizational Culture & Leadership Style: Case Study of Social Security Branches in Rasht

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The issue of sharing knowledge and the importance of paying attention to its significant impact on the advancement of organizational goals, including issues of public and private organizations is very important. On the other hand, the creation of a dynamic organizational culture among the employees of the organizations and how they lead them will affect the process of inter-organizational cooperation, lead to a positive atmosphere in crowded organizations such as the Social Security Organization. Therefore, the purpose of this study was to investigate the effect of IT adoption on the intention to share knowledge based on the moderating role of organizational culture and leadership style. The present research is applied in terms of purpose and the perspective of the relationship between variables is descriptive-correlation. The statistical population of this research was 215 staff members of social security departments of Rasht. For calculating the statistical sample, the Cochran formula of the limited society was used. After estimating the values, the sample size was determined 173 people. The data gathering method was field type and data gathering tool was a standard questionnaire. The validity of the questionnaire was assessed by using content validity through a supervisor and reliability assurance by using Cronbach's alpha method, which obtained a total alpha of 0.944. Statistical analysis of Lisrel and PLS was used to analyze the data. The results of the research showed that: 1) the level of employee participation in IT

activities has a positive effect on the intention to adopt knowledge technology; 2) the intention to accept information technology has a significant positive effect on the intention to share knowledge; 3) charismatic and transactional leadership styles do not have a moderating role on the relationship between the intention to accept information technology and the intention to share knowledge between employees of the social security organization, but this does not apply to transformational and service leadership styles; (4) the modal role of organizational cultures (clan, hierarchical, adhocracy, and market) in the relationship between intent to accept information technology and intentions to share knowledge among the employees of the Social Security Organization were also confirmed.

Keywords : Knowledge Sharing, Technology Acceptance, Leadership Styles, Organizational Cultures

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