

# **The Effect of Knowledge on Organizational Innovation with the Moderator Role of Social Capital in Guilan Hospitals**

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**Today, despite the popularity of the social capital concept within the organization, few research has been done on its impact on the relationship between knowledge management and innovative performance in organizations. The present study seeks to design a systematic framework on the concepts of knowledge management, innovation and social capital in hospitals of Rasht. Regarding the literature review and the role that social capital and knowledge management can each have on their own, the researcher chose three variables of knowledge management, social capital and innovation for theoretical modeling. The purpose of this study was to investigate the effect of knowledge on organizational innovation with the role of social capital mediator in Guilan hospitals. The present research is a descriptive-analytic type and is a survey method. The target population of this study is 25 hospitals in Guilan province. In this research, the statistical population and sample size are equal and the census method is used to determine the sample size. A total of 25 hospitals were sampled. In each hospital, an average of 10 questionnaires was distributed and 250 questionnaires were collected. The data collecting tool was Standard Organizational Innovation Questionnaire (Rohi Panah et al. (2012); a tacit and explicit knowledge questionnaire (Tavassoli Nouqabi, 2009) and Hospital Services Innovation (Hogan et al., 2013). It should be noted that the validity and reliability of the questionnaires were studied and the Alpha coefficient were highly valued. The data were analyzed using regression and hierarchical regression test and all analytical steps were performed using SPSS software. The results of the study showed that according to the results of the hierarchical regression test, the relationship of (Explicit knowledge and communicative capital) with organizational innovation (coefficient of 0.182) and (explicit knowledge and structural capital) with organizational innovation (coefficient**

of 0.273) has been significance. It was also found that there is a significant relationship between tacit knowledge and different dimensions of social capital (structural, communication and cognitive). But there was not a significant relationship between the explicit knowledge and cognitive capital with organizational innovation (0.061). The study of the relationship between tacit knowledge and explicit knowledge with organizational innovation, the results showed that both dimensions of organizational knowledge (implicit and explicit) affect organizational innovation and their relationship is significant ( $p \leq 0.05$ ).

**Keywords :** Keywords: Organizational innovation, Implicit knowledge, Explicit knowledge, Cognitive capital, Communication capital, structural capital

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