

The Effect of Transformational Leadership on Knowledge Sharing by Emphasizing on the Mediating Role of Organizational Justice among Telecommunication Company Employees of Rasht

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Today, the main capital of organizations is the knowledge that it has access. In this context, sharing knowledge as a complex but worthwhile activity is the basis of many organizational strategies. The main purpose of the present research is to investigate the effect of Transformational Leadership on Knowledge Sharing by Emphasizing on the Mediating Role of Organizational Justice among Rasht Telecommunication Company Employees. So the main question of this research is: Does transformational leadership affect knowledge sharing with the mediating role of organizational justice of the Telecom Company employees in Rasht? The present research is a descriptive-correlational study and it is a field study in terms of data collection. The statistical population of the research is all employees of the telecommunications company of Rasht (n = 230) which is sampled by simple random method. Seven hypotheses were provided in this research. The results of the study showed that knowledge sharing and transformational leadership affect on distributed, procedural and interactive justice of Telecommunications Employees in Rasht. The results also showed that distributive justice, procedural justice and interactive justice affect the knowledge sharing of telecom employees in Rasht. Finally, some suggestions were provided for future researchers.

Keywords : -Transformational Leadership, Knowledge Sharing, Organizational Justice-

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