

The role of knowledge-based leadership in organizational knowledge management and innovation (Case study of Social Security Organization of Guilan Province)

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Today, companies consider knowledge leadership as a prerequisite for developing and encouraging knowledge management for the purposes of innovation performance. The purpose of this study was to determine the relationship between knowledge-based leadership on innovation performance and the role of mediating KM actions in social security organization of Guilan province. In this study, knowledge-based leadership is any kind of attitude and action of an individual or group that promotes knowledge. Innovation performance is the efficiency, effectiveness and application of ideas. KM actions are activities that companies create, store, transfer and use to improve their performance. The method of this research is descriptive and in terms of its purpose. To achieve the objectives of the present research, six hypotheses are set. The statistical population of the study was employees of the Social Security Organization of Guilan province. Samples were sampled according to the Cochran limited community formula and available on probable sampling method in 220 samples. Data were collected by field questionnaire. Data analysis was done through descriptive statistics and using SPSS 22 software, inferential statistics were carried out through structural equations and path analysis using Lisrel software. The results indicate that knowledge-based leadership has an impact on the application of knowledge, knowledge transfer, knowledge creation, knowledge storage. Knowledge-based education directly affects innovation performance. Knowledge transfer does not affect on-going performance. Also, KM actions have a mediating role in the relationship between knowledge-based leadership and innovation performance.

Keywords : Keywords: innovation performance, knowledge driven leadership, knowledge management measures

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