

# **Explaining Organizational Performance through Knowledge Management and Organizational Agility (Case Study: Manufacturing Companies in Guilan Province)**

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**The overall purpose of this research is to explain organizational performance through knowledge management and agility of the organization. The research method is descriptive and its purpose is applied. The method of data collection is field and its tool is a questionnaire. The statistical population of this study is all 800 manufacturing companies in Guilan province. Using stratified random sampling, 200 companies were ed as the statistical sample and a questionnaire was distributed among managers. Finally, the questionnaires were collected and the data were analyzed using SPSS22 and SMART PLS2 software. By analyzing the data, there was a significant relationship between knowledge acquisition and knowledge conversion at the 95% level; there is a meaningful relationship between knowledge transfer and the use of knowledge; there is a significant relationship between the application of knowledge and financial and non-financial performance. Organizational agility mediates the relationship between the use of knowledge and financial and non-financial performance of an organization; there is also a significant relationship between organizational agility and financial and non-financial performance.**

**Keywords : knowledge conversion, knowledge acquisition, knowledge utilization, organizational agility and organizational performance**

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