

The Effect of Corporate Knowledge Compatibility and Knowledge Management System on Performance of Guilan Provincial Employees

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Knowledge management is one of the most important steps in effective knowledge management in organizations. In many organizations around the world, managers are constantly seeking to improve their employees' performance. The title of this research is to investigate the effect of organizational knowledge and knowledge management on employees' performance in Guilan governorate. The aim of this study was to investigate the effect of organizational knowledge investing on knowledge management tools, the way knowledge management is implemented, and ultimately the performance of employees. The statistical population of this research was all the experts of Guilan governorate (headquarters) with 230 people. According to targeted random sampling method, 144 subjects of the research were estimated. The method of determining the sample size is also limited by the Cochran community. The collected data were analyzed using SPSS 24 software, Cronbach's alpha tests, and analysis of the contribution and amount of the variables. The results of the research suggest that the greatest impact among variables was among the KM toolkit and the KM method.

Keywords : Organizational Knowledge Investing, Knowledge Management Toolkit , Knowledge Management implementing method , Employee Performance

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