Impacts of Knowledge Sharing Practices on Job Satisfaction Considering the Role of Commitment to Interpersonal Learning and Adaptation in Employees of the General Directorate of Cooperatives, Labor and Social Welfare of Guilan Province

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Human resources are the most important and valuable factor in the various sources of production (Saturn, 1396, 1). Job satisfaction is more than four decades that has been widely considered in organizational research and is known as a global structure as well as a multi-dimensional concept composed of several components. Job satisfaction represents the physical, emotional and environmental satisfaction of employees, this satisfaction with the emotions and realities in the environment in which the employee interacts with them is evaluated. The purpose of this study was to investigate the effect of knowledge sharing measures on job satisfaction considering the role of commitment to learning and interpersonal adaptation among employees of the General Directorate of Cooperatives, Labor and Social Welfare in Guilan province. This research is a practical and time-consuming objective. In the classification of research types based on the method, the present study is descriptive. The statistical population of the research is the General Directorate of Cooperatives, Labor and Social Welfare of Guilan Province. The data gathering tool was a standard questionnaire and descriptive statistics and structural equation modeling and confirmatory factor analysis were used for data analysis. The results show the effect of knowledge sharing practices on job satisfaction among employees of the General Directorate of Cooperatives, Labor and Social Welfare in Guilan
province, the effect of knowledge sharing measures on commitment to learning the employees of the General Directorate of Cooperatives, work and social welfare in Guilan province, the effect of knowledge sharing practices on interpersonal adjustment The employees of the General Directorate of Cooperatives, Work and Social Welfare in Guilan province, the effect of learning commitment on job satisfaction among Guilan province's general staff of cooperatives, work and social welfare and the effect of interpersonal adjustment on job satisfaction of the employees of the General Directorate of Cooperative, Work and Social Welfare of Guilan Province.

Keywords : Knowledge Sharing, Job Satisfaction, Commitment to Learning, Interpersonal Adaptation, Cooperative Directorate, Social Work and Social Welfare of Guilan Province