

# **The Effect of Citizenship Behavioral Dimensions and Knowledge Sharing on the Creative Behavior of Employees in Gilan Province Government**

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**This study aimed to examine the issue and its importance, as well as to investigate the effect of the citizenship behavior dimensions and the knowledge sharing on the creative behavior. The survival of organizations depends on their rebuilding power, which is performed through the improvement of methods for achieving their goals. In order to avoid endangering their survival and getting out of the competition, they need innovation and creativity to introduce new methods and cover their own weaknesses. It is also necessary for organizations to use knowledge sharing, some activity for the dissemination and transfer of knowledge an individual, group or organization to other people to obtain common interests that require the cooperation of individuals and groups. In most organizations, especially government agencies, the importance of the components of citizenship behavior is to institutionalize voluntary behaviors and honest services. If an organization provides the conditions for conducting behaviors beyond the organization's definition of performance for its employees, the possibility of creativity and initiative will be provided for better or different ways. There is an unbreakable relationship between creative behaviors and citizenship behavior that can lead to a promotion of organizations. It is a descriptive-correlational study in terms of methodology and an applied regarding target. The population consisted of 144 employees in Gilan province government. The data was collected using a questionnaire. Data were analyzed via descriptive and inferential statistics. Finally, the results showed that there is a positive and significant correlation between the statistical test and the research variables.**

**Keywords : Organizational Citizenship Behavior, Creative Behavior, Knowledge**

## Sharing, SPSS Software

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