

The effects of individual motivations and social capital on employees' tacit and explicit knowledge sharing intentions of the Department of Economy and Finance of Rasht

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Knowledge sharing is one of the most interesting and challenging topics in management science in the new millennium. Today, because of the importance of knowledge in a competitive world, understanding how to improve and develop employee knowledge sharing has become a vital issue. The purpose of this study was to investigate the effect of personal motivation and social capital on intention to share explicit and implicit knowledge of employees. The research method is applied in terms of purpose and in terms of data collection, it is descriptive-correlational. The statistical population is composed of employees of Rasht city's economy and finance department. Using a non-probability sampling method, 384 employees were ed and studied using Cochran Table of Limited Society. To collect data, standard questionnaire of Hau et al (2013) was used. Their data were tested in a causal model using SMART-PLS software. The results also showed that organizational rewards had a positive effect on employees' willingness to share explicit and explicit knowledge. The results showed that the variables of enjoyment and satisfaction and social goals and social trust had a significant effect on improving employees' willingness to share explicit and implicit knowledge. That has a positive and significant effect on employees' willingness to share tacit knowledge.

Keywords : Implicit knowledge, explicit knowledge, personal motivation, social capital

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