

# Knowledge Management and Organizational Entrepreneurship: Organization of Education in Guilan Province

Mohammad Taleghani

**Abstract**—This study examined the relationship between Knowledge Management and Organizational Entrepreneurship within organization of education in guilan province. Today in the present world, society and organization can be developed that follow a process among the people of organization as an instrument in order to get new styles in proceeding, production and services and effective decision making and the comparison of organization with dynamic environment and competitive market which this process is beds for the developed employment skill. The method of research which used was correlation and collecting information was achieved by questioner and its results was analyzed by descriptive statistics and inferential statistics methods and SPSS Software was used for the test. Results of the study indicated significant relationship between knowledge management include trade and using knowledge with organizational employment.

**Index Terms**—Knowledge management, organizational entrepreneurship, organization of education, guilan province.

## I. INTRODUCTION

Knowledge Management may provide the experiences knowledge and experts. This function will create new abilities; increase the performance and the new innovation. The broadcast of knowledge and information is easy in different organizational parts and it mixes together the information and knowledge in daily process of trade and work [1].

King (2006) pointed out that Knowledge management is one of the most significant factors for the development of organizational entrepreneurship process. Although in the past, physical properties considered as a special factor, some bills such as globalization, different needs of customers ,hard pressure of competition, hard transfer of technology and information and communication was led to a new definition of knowledge as a strategic bill for success of organizations. On the other hand organization of education is to establish the ability of the person (step to step) in order to grow the complete development and also recognition of their creative abilities which lead to access to the favorable life and justly world. The aspects on the based on knowledge to points that resources (thought) as a main properties of organization will be led to stable competition. The base of industrial economics

from productivity of natural resource will change to enjoying of mind capital. Organizations also to obtain a better condition of competition advantage to transfer the main resource [2]. In the majority of the developing countries there are social and economic conditions that not only do they have great financial and human resources for incorrect productivity and logic but also they have been faced with new and traditional difficulties which need essential solutions .The trade and business can have power of competition by accepting effective of organizational entrepreneurship and active role which is the factor of transfer and dynamic economic to be supported [3] . An Organizational Entrepreneurship is a proceeding that organization will notice the opportunity by its way and the factor of the production will be creatively ordered for creation of gain value [4].

To take place the information including science and knowledge and experience between human being is one of the successful of secret in the present world. No one can discover the real information of each person that is in its mind. In this step that all human who are trying in the side of the development of each other, proceeding of science and knowledge and experience among them will flow that the same work will be caused the entrepreneurship [5].

The ability of organization inventing, sharing and using knowledge in productions, process and human force for increasing productivity of work environment and activities which to be caused the rework and it is called knowledge Management [6].

An entrepreneurship or finding opportunity to state how people see unknown difficulties and problem in inter organizations and how to create a new framework from tools and aims that to use of them. Decreasing financial support from government and general sever request for more services and new methods for creation of capital is essential for presenting the services. It is required that an entrepreneur has complete information about environment and market to present the goods or services to the society by using opportunities that market and environment need it. The aim of the research is relationship between knowledge management with an organizational entrepreneur in general department education in province of guilan and measuring of each of the variable in this office.

## II. LITERATURE REVIEW KNOWLEDGE MANAGEMENT

A trying for finding the hidden property in people's mind and changing of this hidden treasure to organizational

Manuscript received October 9, 2011; revised November 30, 2011.  
Mohammad Taleghani is with Department of Industrial Management, Rasht branch, Islamic Azad University, Rasht, Guilan, Iran (e-mail: m.taleghani454@yahoo.com, taleghani@iaurasht.ac.ir).

properties as the great set of people who has a role in decision making of the organization for accessing to this property and they could use them [7].

In this article, the meaning of knowledge management is the condition of organization from the view of attention and collecting and knowledge probation and its applied that was derived by Chen Hong model. In this model of knowledge trade include: a set of activities that will achieved on the side of knowledge trade out of the organization.

A. Knowledge Share

Purposeful relation of knowledge from sender to receiver has been known and knowledge applied: The using of recognized and available knowledge are for performance and decision making and getting the target [8].

B. Conceptual Model of Entrepreneur

Based on Ireland and Baringer idea, entrepreneur is a proceeding that by its help, people without taking into consideration of resources that is now their control to look for opportunities and discovering opportunities to use productivity. The base of ideology is called the mind process and idea and dream for innovation of the organization. All produced ideas are not useful and valuable for organization. So, an organization must to appoint the value of ideas that this action is called ideas probability and, in fact, probability appoints that if the idea can be an opportunity. And, finally, the recognized opportunities must be used or, in the other word, it must be produced. The idea productivity is called design preceding, making, test making trade of idea in service framework and proceeding [9].

TABLE I: REVIEW OF LITERATURE.

No	Researcher(s)	Year	The research title	The performance Method	Results and Findings
1	Ishako and etal	2010	The role of abilities of knowledge Management in the growth of organizational entrepreneurship	Case study	Presentation of solution for preparing the organization for knowledge management
2	Loyan Yohaner and etal	2007	The relationship between knowledge Management, innovation and performance of firm: document from middle and small Dutch Firm	Regression	Strategies of using knowledge Management related with knowledge trade positively with the growth of total sale
3	Bastig Gabrichlaskwar	2006	The effective factor on organizational Entrepreneurship	Descriptive Measurement	It found that an organizations are not able to be creative except all important factor and effective Entrepreneurship normally to be developed
4	Madhoshi and etl	2010	The review of knowledge Management proceeding in service organization	Descriptive Measurement	Each of knowledge Management proceeding has an effect on discovering organizational opportunity
5	Taghizadeh and etal	2010	The review of the rate of using knowledge Management proceeding in service organization	Fuzzy set theories	There are 5 main step of knowledge Management in organization and there are destination between them
6	Kazeminezhad and etal	2010	Evaluating of the existing condition of knowledge Management on the based knowledge Management building model	Descriptive Measurement	Presentation of different approaches for increasing staff knowledge for analyzing and keeping the level of knowledge

According to above matter, the article theory mode was designed

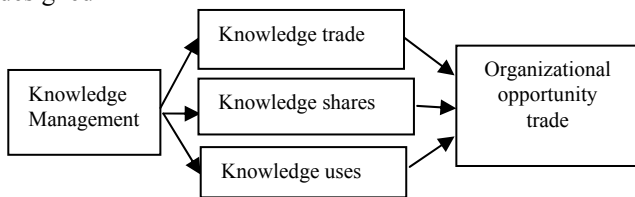


Fig 1. The research analytical model.

I. RESEARCH HYPOTHESIS

There is meaningful relationship between knowledge Management with organizational Entrepreneurship.

H1 There is significant relationship between knowledge trade and organizational entrepreneurship.

H2 There is significant relationship between knowledge share and organizational Entrepreneurship.

H3 There is significant relationship between knowledge uses with an organizational Entrepreneurship.

II. MATERIAL AND METHODS

The present research is on descriptive and correlation method. Samples were selected using convenience sampling technique among staff and managers of organization education sector in guilan province.

A self-administered questionnaire was distributed to 200 staff and managers randomly in the selected organization education sector in guilan province. Among 200 questionnaires that were distributed, approximately 132 were returned and only 102 fully answered questionnaires from the respondents were utilized.

The answer of all dependent and independent variables has been given on the based five-point likret. The used questionnaire had essential validity because the idea of experts was used in this field. Cronbach's coefficient alpha, which is the most commonly used indicator of internal consistency, was chosen in this study to assess the reliability of the variables. Totally cronbach's alpha was estimated roughly %94 for all components and for each component was also more than %70.

### III. RESULTS AND DISCUSSION

The present article is going to investigate the relationship between knowledge management with an organizational Entrepreneurship. So, one main hypothesis and 3 secondary hypotheses were discussed. In comparative statistics, for the main hypothesis test, multi regression or step wise method was used and for review of the second hypothesis, Pearson coefficient correlation test was used. And, SPSS Software was used for analyzing. The results show that all hypotheses was confirmed. In main hypothesis was claimed that there are meaningful relationship between knowledge Management with an organizational Entrepreneurship.

TABLE II: CALCULATED T BETWEEN INDEPENDENT AND DEPENDENT VARIABLES.

T	P-Value
13/725	(0/0001) knowledge trade with an Organizational Entrepreneurship
5/552	(0/0001) using knowledge with an Organizational Entrepreneurship

Because according to above table the meaningful level is less than  $p=0/01$ . So, the power of prediction o knowledge trade and using knowledge for an organizational Entrepreneurship from statistically is meaningful and the claimed of main hypothesis to be confirmed.

The summary of investigation about 3 sub hypothesis:

H1 There are significant relationship between knowledge trade and organizational entrepreneurship.

H2 There is significant relationship between knowledge share and organizational Entrepreneurship.

H3 There is significant relationship between knowledge uses with an organizational Entrepreneurship

TABLE III: COEFFICIENT CORRELATION AND CALCULATED T.

T	Calculated correlation coefficient	Result
16/95	0/808	1th Sub hypothesis
6/86	0/566	2th Sub hypothesis
13/42	0/802	3th Sub hypothesis

Each 3 hypothesis with %99 confidently to be confirmed because the calculated T is now bigger than the T table ,as a result, there are meaningful relationship between components of knowledge Management with organizational Entrepreneurship.

### IV. CONCLUSION AND IMPLICATION

Knowledge Management model by Chang and Hung has been taken into consideration three components including using of knowledge, trade and share as predictable variables. Based on ireland and baringer organizational Entrepreneurship model, its emphasis is on discovering opportunities until ideology. therefore, this has comparison with madhoshi et al. (2010) under the title of the effect of knowledge Management on discovering competitive opportunity in organizations and the obtained results and the confirmed hypothesis with their research is moving in the same direction but the present article has been done in educational environment and lead to be the developing process of the educational development and it will be a factor that the organizational institution to be developed. And in this matter, the aims and valuable social transfers and conscios attempt to be a useful effective tools.

In the developing and competitive world all people believed that what determine the character social and economic development of the process of a country is the human resources of its country but the capital and materials resource claims that the main mystery of national development is the lack of the rapid educational opportunities. More educate, more develop [10].

Knowledge Management can be taking into consideration as the change methodology that it can be the main transfer factor of an organization by absorbing the new knowledge in inter organization and to be run the effect of its knowledge. Since knowledge by decisions and organizational actions to prepare the growth of performance and the quality of the organizations services, it can be taking into account as suitable bed for innovation and creating new ideas in entrepreneurship process. So, paying attention to this subject of the article to be clearly appeared and its results can have uses for the managers.

In the field of knowledge trade proceeding, an organization can have an open relation with customers until to use from relation in order to purify the new ideas for better opportunity.

In the field of knowledge share, an organization can activate the ways of knowledge share (lecture, book, web, site, and article,) in order to be identifying the opportunities, as well.

In the field of using of knowledge, an organization perfectly to use existing knowledge in order to reform the criticism and by this method, the ideas which are opportunity to be discover as well.

This article has been done 4 month the repetition of the review can be done in longer time in the other organizations.

The increasing the rate of capitalization for developing technology ,education and using information technology and to be update the knowledge data can be taken into expand projects. In this research, for aspects and psychological characteristics and sociological which Entrepreneurship are looking special activities was not any place. The future research can help them in its area of the study.

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