

# Survey of the relationship between knowledge management and general styles of managers decision in profitable company of Marroun Oil and Gas

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**ABSTRACT:** Current research plan or purpose is searching about relation between knowledge management and managers decision styles in profitable companies of Oil and Gas of Marroun in Ahvaz. For searching about present condition of knowledge management we use management structural foundations which is contain of 8 parts knowledge aims. knowledge estimation. Knowledge recognition. Knowledge acquires. Knowledge extension. Knowledge share and dispense. Apply knowledge. Minimize knowledge for searching about decision styles from General decision style we use SKOT and BROOS which is contain of 5 parameter. (Wise decision style documentary decision style. Stance decision style. Depended decision style and preventing decision style. The research pattern is consist of 152 people of member of profitable company managers of Oil and Gas of answered or the randomly/ randomatic of ranks selected and answered or responded to survival procedures which contain of question of management based on 21 question. And General decision styles of 25 managers. The descriptive plan is kind of unify or ointment one. For analyzing the Data we use statistic multiply based on Pearson and Krustal naparameteric – Valis and Freedman. Results out comes indicated or implied that there is a connection and relativity between knowledge management and decision styles of managers in level of ( $p < 0/0001$ ) and there is meaning full connection. Also it will be certain that between wise knowledge styles of decision and documentary one there is meaning full relative.

**Keywords:** knowledge management, managers decision style, wise and documentary decision styles.

## INTRODUCTION

Knowledge period is due to different descriptions of phenomenon and action procedures.

The success managers in this area just don't pay to how to apply to information and they pay to relevant information and suitable type of information for making decision and is active of usual and looks for education and such a managers based on their learning speed and they will be success when be aware of modern knowledge and the newest and recent information which is due to or provided to being active and educated and having announce of recent and modern knowledge and before putting it in to act it needs to be shared and training knowledge (Ariazand, 2010)

knowledge managing is process which aid to organize the information to find the main information. And it solve the problem\ms and difficulties based on decision urgent and train to be active (wig , 1999).

On the other hand people/ person decision style is expresser of habitually pattern that they use while deciding or making decision will be useful. Deciding is the process of testing special action method for solving issue or problem. (Alaghe Band, 2006)

Eventually moreover to organizational effects and environmental effects on deciding style knowledge rate use ability and information and personality specialty and their different cause that managers use different styles.

Management knowledge which is in the form of group of relevant tears to organization will show up deciding in format organizing. Creativity and supervision. In the other word all the manager responsibility will show up in frame of kind deciding for solving issue from potentiality t putting in to act. (Sadeghpur, 1356).

There for managers for making effective decision need to have the knowledge and craft/ dexterity in deciding- to use of different theory and models of deciding in management to recognize the situation of issue. (Ebrahim/ Abraham To'ofigh: 1995).

Nonaka in his/ her unified model for establishing active knowledge refer to knowledge as the internal moment element. Knowledge which doesn't carry the conception in fact it is information and if will change to while knowledge interpret by people and experts which is mixed by their believes and pledge or promise and if will give to them sort of conception. (nonaka ,2000)

Knowledge management is sort of expertly or dexterity what is used for issue solving active learning. Applied programs and decision. (Safaei ,2006)

On the other hand most of the masters or experts believes that human to solve the problems and declaring the present condition and using opportunities and preventing dangers and future threats is urge to tact full decisions to solve what happened in the other word human is urge to make decision. (Zak, 1998)

Rummar. Berkly university master in his idée new (economical growth) describe it that as the main reason or element of growth and development in the variety fields of economical and human and row and first or elemental substance. There for it will be the cause of prosperousity and flourishment and countrys investment is subdivision of science and believes. (Alem Tabriz mohammad Rahimi, 2008)

Here on one of the main issues about managers is regarding management knowledge as one of the elemental item of help them encountering organizational issues.

It is important of pay much attention to educate and train managers to increase and train managers to increase and develop the rate of scientific plans. (Saafi, 1992).

Deciding is one of the main processes in such plans as Scotte and Bruke in their research paid to them. Internal cycle consist of dimensions recognition. Development acquires. Statement. Knowledge application and minimizing. External cycle consist of dimensions of Knowledgegment purposes and its estimations. That complementary of this dimensions for such researching.

#### 1. Items and methods

In this research regarding purposes hyposesizer and executive supplements foe study the searching way we interpret sort of unify and joinment.

In this research all the oil and gas company of Maroon managers are statistic pattern which that company located in Khoozestan in year 1391 in period of executive research it was around 260 member that by using Morgan chart 152 member of them randomly became member of statistic group. So regarding that profitable company of Maroon oil and gas has more that 2000 people employee it is one of the main company of the oil industry in country and it has the main role of the oil incomes in country and regarding that knowledge originate of data and information and whole body of it contain of sort of expertly and dexterities that people use to solve the problems and it is mixture of experience. Values of present information and organize in accord of expertly theories which is based on main factors of deciding. This quality can be effected on several element and factors such as variety and several decision style of managers who use knowledge in establishing proof and knowledge and external it.

In this research it is used the found mental models which is used in structure of knowledge such model designed or planed/ devised by Proust roob and Mahardet (in 2000) which estimate such plan as knowledge management as dynamic cycle of double internal and external cycles.

For gathering the data used two inquiry/ question sheet in detail below.

A:) question sheet of knowledge management:

This question sheet contained 21 item to pay for estimating present condition of knowledge management (based on structure models of knowledge management. (perabst And colleagues 2000). (Rastgar, 1388). In this research entitled on searching the relation between organizational culture and knowledge management in national petroleum company and oil sub products in Iran: firmance precent of question shut way 86% also question that credit reported by unify and joinment based on (Kronbakh Alfa/ Alpha) 0/87. Also firmance of knowledge management parameter acquired by some method of (Kronbakh Alfa) which is 0/85 knowledge recognition 0/84 knowledge acquired 0/81 knowledge external 0/83 knowledge statement 0/82.

Knowledge usability 0/82. Knowledge minimizing 0/83 and knowledge estimation 0/81.

B:) question sheet of general styles of decision: it contained 25 items that in it we organized 5 question sheet for each one of deciding style to respond to the each one of the questions it used Taife Likert.

Tehran (1389) entitled researching the relations between excitement wise and deciding style oil company of Iran used figures and scores which each one reported by 0/54 in level of 0/001 also question sheet firmance is estimated by Kronbakh Alpha. That orderly is based on wise style 0/81 documentary 0/85 depended style 0/83 stance style 0/84 escaping/ preventing style 0/83 and for all question sheet 0/88.

It is used SPSS sort ware to only the data and below statistic method used.

1. Using descriptive statistic scales to describe what test and searched.
2. Pearson unified simple model to first and other theory's.
3. Estimating unified multiply of pearson (matrix) for second research.
4. Using kroostal naprametrice – valis and freedman for 3 the and 4th theory's.

3. findings:

7-3 information of knowledge about people research

Table 1. testament despise based on education and serving rate.

Education level	Variety percent variety statistic various scales
Serving rate	Diploma
	BA
	MA

As you see in upper chart there are to percent of managers with 15 and 69 percent B,A 105 and 21 percent MA 32. Managers quantity with service background (1-9) is 19 years (12 people) 10-19 years 38 people 25 percent, (20-29) years 70 people (46 percent) and rank of (30-39) 25 people 1-7 people.

2. research hypothesis

A:) Main hypothesis

1. there's relation between knowledge management and general style of manager decision.
2. there's relation between knowledge management parameters and general styles of managers decision dimensions in companies.
3. there's different/ different between knowledge management in 3 level of (actival- workman-etc).
4. there's different between decision styles in 3 level of (actival- workman-etc) management.

B:) detail hypothesis.

1. there's relation between knowledge management and wise decision style in companies.
2. there's relation between knowledge management and documentary decision in companies.
3. there's relation between knowledge management and depended decision in companies.
4. there's relation between knowledge management and stance decision in companies.
5. there's relation between knowledge management and decision prevent style in companies.

Second hypothesis: there's relation between knowledge management and general decision styles dimensions.

For skimming such hypothesis

We used matrix or unify which in chart 3 mentioned.

Table 2. relation between knowledge management with decision styles dimensions

Decision dimension	Wise style	documentary styles	Depended style	Stance style	Prevention style	Deciding style
<u>knowledge management demensions</u>						
	→ Knowledge purposes certainly.					
	→ Knowledge recognition.					
	→ Knowledge accuire.					
	→ Knowledge development and extension.					
	→ Knowledge sharing.					
	→ Knowledge usability.					
	→ Knowledge maintaining					
	→ Knowledge estimation					
	→ Knowledge management					

Sign \* mean:conceptfully/ meaningfully

2-3- finding relevant to main hypothesis in research.

First hypothesis: There is relation between knowledge management and general styles of managers decision in companies.

For skinning the main hypothesis it is expressed in chart 2 in pearson multiply of unify and joinment.

Table 3. relation between knowledge management parameters and general styles of managers decision dimensions in companies

Variety	Quantity Numbers	Unify multiply Decision styles	Certify multiply	Conceptual level
knowledge management	152	37	0/09	0/0001

As we see in the upper chart Unify multiply between knowledge management and general styles in deciding is equal to  $r = 0/37$  which in level of  $0/0007$  is concept full that regarding certify multiply, knowledge management will be predicted about 9 percent of general decision style. Finally there's conceptual relation between knowledge management and general styles. There for first hypothesis is promoted or accepted.

As we see in the chart regarding level of conceptuality the dimensions of knowledge management with two dimensions of decision styles and general styles of wise and documents one has got the \* sign which it mean concept fully. That orderly regarding unify multiply and dimensions multiply to dimension certify, it has the most parallel spot with wise style and then documentary there for it is orderly  $0/58$  and 33 percent.

3th hypothesis. There is different between knowledge management in 3 level of actively workman and etc management.

[kroustal parameteric of valis has used and its showed the results in this chart.]

Table 4. different of knowledge management in 3 level

Variety/ changeable	Management levels	number	Mean Rank	X <sup>2</sup>	df	p
knowledge management	Actively	100	70/55	11/04	2	0/004
	Work man	22	70/98			
	Other units	30	100/38			
general styles of decision	Actively	100	69/27	11/44	2	0/003
	Work man	22	77/07			
	Other units	30	100/20			

There are concept full different from each other.

4th hypothesis

There is different between 3 level of actival workman and etc management.

The results of kroustal – valis test which is equivalent of naprametric variance analyze shows that general decision styles in different levels of actively. Workman etc management are conceptually different.

Now for curtaining the different group of executive management from the Idea of knowledge management we compared the naprametice for two levels that its result will expressing chart 5.

Table 5. comparing general decision styles in management levels

Various changeable	Management levels	Number quantity	Mean rank	Mann-Whitney	P		
General deciding styles	actival	100	60/61	1010/50	0/55		
	workman	22	65/57				
	actival	100	59/16	866	0/0001		
	etc	30	86/63				
	workman	22	23			253	0/15
	etc	30	29/07				

This chart result for two actival and workman shows that this two group are different for deciding but others are different from deciding of styles.

3-3 finding related to other hypothesis of this research.

For skimming all these research we used Paterson unity multiply based on below chart.

Table 6. relation between knowledge and decision styles.

Various	Number	Decision style	Unify multiply	Conceptual level
Knowledge management	152	wise	0/52	0/0001
		documentary	0/47	0/001
		depended	0/09	0/08
		stance	0/11	0/13
		presentational	0/12	0/09

There for regarding upper chart which has got a relation between knowledge management and decision styles even wise or documentary one conclusion. We can say human resources are one of the most important potentiality of organization and may be can say that in recent years it is ltinel rivalry or competent one because of its informational growth and development as if we can say recent year is the year of knowledge burst or origin. Managing knowledge we can try for creating knowledge and make it use in different stages of life to inverts our energy our time and so in. there one of the most important items for manager who to manage their time and else by making suitable and well decision on time.

Regarding research finding as there is relation between knowledge management and general dimensions of making decision there are conceptually relevant wise style and documentary style there fore this found states are the same with Hamidi and Ghasemi (1390) entitled relation between cultural wise and decision style of guidance school managers with two styles of wise and documentary.

In 3th hypothesis there is different between knowledge management in 3 levels of actual, workman and etc which their results are skimmed based on the kroustal – valis test which is equivalent of naparametric analyze in present research there is conceptful different between organization situation in 3 levels of management which is shared in income development and prosperous of it.

Regarding acquired result beneath advices are suitable to express to managers and to head mayters of organization.

1. Organizations leaders and headmasters should be benefit of long time view points.
2. Establishing knowledge management to well know relations and organization
3. Educational course for recognizing different styles of deciding in several levels organizations.
4. Training main parameters to managers for acting well and tactfully.
5. Transferring knowledge via great idea logic exchange among staff.
6. Interize and make it role the knowledge management parameters.
7. Curtaining a time and schedule the aims to optimize potentiality and put it in to act.
8. Prevent using stance and short time methods instead to long time solve.

Persuade and encourage sub dues and low rank staffs to give the free idea in team work while deciding.

## CONCULSION

The technique discussed in this paper provides an interactive approach in which the decision maker can search for an acceptable solution of the multi-objective optimization problem. The proposed method to solve multiobjective linear programming problem is better than many existing methods as the concept of bound is used in the iteration.

If we substitute some values to  $a_i$ ,  $\alpha_i$  in multi-objective linear programming problem (3.1), it reduces into single objective LPP. This discussion also holds in the case as given by by Kanniappan and Thangavel (1998). The same problem for integer solution was studied by Bhargava and Sharma (2003).

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