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A Comparative Analysis of public and private organizations to share knowledge and provide optimum model province

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ABSTRACT: The final goal of this study is A Comparative Analysis of public and private organizations to share knowledge and provide optimum model province. The population is east Azerbaijan staff as a community of 384 people is considered. The validity and reliability of the questionnaire was examined them with the community**.** To analyze the data obtained from the questionnaires collected from descriptive and inferential statistical methods were used. Thus, for classification, summarization and interpretation of statistical data, descriptive statistical methods and assumptions were used to test the analytical level. And the result shows Comparative Analysis of public and private organizations to share knowledge and provide optimum model province.

***Keywords*:** knowledge sharing- public organizations- private organization- east Azerbaijan.

INTRODUCTION

'Knowledge Management (KM) is the set of professional practices which improves the capabilities of the organization's human resources and enhances their ability to share what they know.'

Knowledge Life Cycle

Knowledge in business can be seen to have a lifecycle of its own.

- It must be created either within or outside the organization. This is typically comprised of iterative tacit and explicit loops until the knowledge is ready for distribution to those outside the creating group.
- It can then be stored somewhere, either tacitly or explicitly so that it is accessible for others to find and use.
- Those who need the specific knowledge must then find out where it is, when they need it, by searching in the right places and / or asking the right people.
- Once the knowledge source is found, the user will then go through the act of actually acquiring it. This will involve gaining personal knowledge from other humans or documented sources.
- Once acquired, the knowledge can be put to use towards some productive purpose.
- Having been used, perhaps repeatedly, the user will learn what worked well and not so well as a result of applying the knowledge gained. This can then be taken as significant input into further iterations of the knowledge creation and distribution process (Michailova, 2003).

A key contributor to the effective management of this cycle is the concept of learning. Without the learning component, the cycle is devoid of knowledge. It merely, becomes an information delivery strategy, which becomes disconnected from the leverage of more effective human experience. The application of the delivered knowledge to operating the business (Find, Acquire and Use) will have some initial value but the delivered knowledge will be immediately out of date unless continuously renewed with the latest lessons learned from the application of the delivered knowledge (Learn, Create and Store). Knowledge Management is the management of this cycle for optimal performance across all aspects of the Knowledge six pack.

Optimizing the Knowledge Management Process

The objective of knowledge management is to make this cycle more effective as well as more efficient. This implies that corporate knowledge be made available in forms which are readily accessible. This could take the form of Knowledge Documents, Processes, and Rules. These could be found embedded in Human Resources, Information Technologies, or in the design of Facilities. The embedded knowledge, in this way is accessible for reuse and ongoing evaluation for effectiveness and improvement. This challenge of performance improvement of the knowledge management lifecycle is critical to organizational success, for without it, overall business performance will suffer. Getting the best knowledge through the cycle quickly before it erodes is a major goal of many organizations in intellect-based fast-paced companies (Newell, 2003).

This challenge applies at the individual, workgroup, company-wide and inter-company levels. Each new level offers a greater degree of leverage and business results but also brings with it a set of more difficult issues, as long standing ways of doing things must be overcome.

Knowledge management is all about creating and maintaining the optimum environment to make this happen. (Nonaka, 1995).

Knowledge Management closes the loop, which continuously converts tacit knowledge, based on experience into explicit knowledge for wider communication and back into tacit again through inference, experience and learning.

Definition of terms and Methodology

In this study to collect the data is used by questionnaire. Thus, in order to compile the literature of library and collection of field data to test research hypotheses used.

Data collection for this study the standard questionnaire that collected by the doctor Moqimi at Tehran University and its main source Lee "The development of a knowledge sharing construct to predict turnover intentions", Aslib Proceedings: New Information Perspectives, Vol. 59, No. 3, 2007, pp. 229- 248. Which varies according to the operational definition of research on the theory of experts have defined.

Research Variable
Variable;
nowledge sharing
Knowledge sharing questionnaire

The purpose of the questionnaire is a standard tool to assess due to the sharing of knowledge. . This instrument consists of 17 items on a Likert design and the device from very low to very high My¬Bashd.gvyh scaled. Option value is too low = 1, low = option 2, option 3 = moderate, 4 = high option 5 is too many options.

Scoring and interpretation of the results of research tools:

For each option 5 strongly agree, agree, 4, neither agree nor disagree 3 Disagree 2 Disagree 1 rated and fully considered the question of calculating the sum of points is calculated.

Research Hypothesis

First hypothesis: the amount due to the sharing of knowledge in public and private organizations in East Azerbaijan province is different.

The second hypothesis: the attention to knowledge sharing among different men and women employees work staff.

The third hypothesis knowledge sharing among employees with different educational organizations in East Azerbaijan province, is different.

The fourth hypothesis knowledge sharing among employees of the East Azerbaijan Province of course, is different.

MATERIALS AND METHODS

This project has been done by questionnaire with high reliability and validity among 384 sample (Male and Female) in different corporations in East Azerbaijan.

Numbering research questions to analyze the total amount of the score of the questionnaire has been numbered in five as following:

Totally disagree = 1, disagree = 2, somewhat = 3, agree = 4, agree = 5

Data Analysis

To assess normal distribution, Descriptive statistics was applied. But the data was not normal and does not have normal distribution then the non-descriptive statistic has been used. To determine the relationship between two variables. Kolmogorov –Smirnov Test was used and for checking the hypothesis' significance Chi –Square have been used. And the number of participants were 384 staff.

RESULTS AND DISCUSSION

Results

Below tables shows the results of data analysis for the instrument – citizens' knowledge and service transformation questionnaire which is used in the study.

Table 1. Descriptive statistics for sex status

Marital Status	Profusion	Percentage
Women	224	58
Man	160	42
Total	384	100

In order to evaluate the study of sex status table 1 shows that 58 % of participants are women and 42% are man (see Table 1).

Table 2. Descriptive statistics for Type of Organization

Type of Organization	Profusion	Percentage
Public Organizations	191	50
Private Organizations	193	50
Total	205	100

To evaluate the Type of Organization of participants, descriptive statistics shows that both are equal (see Table 2).

Table 3. Descriptive statistics for employees' Experiences of work

Experiences	Profusion	Percentage
1-10 years	137	36
11-20 years	157	41
Above 20 years	90	23
Total	180	100

To evaluate the experience of participants descriptive statistics shows that most of participants have 11-20 years experiences and the second rank is for 1-10 years. (See Table 3).

Table 4. Descriptive statistics for participants' Types of university degree

Types of university degree	Profusion	Percentage
Humanity	152	40
math	47	12
Biology	69	18
engineering	116	30
Total	384	100

To evaluate the years of old descriptive statistics shows that there is more distribution in the math and as Table 4 shows this but less participants are in math.

Table 5.Intangible structure coefficient
T test on organizational development for analyzing hypothesis

Path From Variable	To Variable	significant number	coefficient T
Knowledge Sharing	Public and Private	0.000	3.4
Knowledge Sharing	Male and Female	0.000	2.1
Knowledge Sharing	University Degree	0.006	4.18 (F)
Knowledge Sharing	University Course	0.080	2.3 (F)

Level of Knowledge Sharing varies significantly between the second variables and the numbers vary from 2.3 to 3.4 and represents the relationship between Knowledge Sharing among different types of organizations are significant in the level of 95 % confidence.

The path coefficient between these two variables are 2.3 to 3.4 and the amount of variable effects on invisible structure variable indicates the development of knowledge sharing. In other words, significant number are 0.000, and 0.050.

Discussion and Implications

The result of the hypothesis test showed that with 95% confidence we can judge that between knowledge sharing in different organizations there is a direct and significant.

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