

The diagnosing and hinders of transferring knowledge in Tabriz municipality

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ABSTRACT: This study the diagnosing and hinders of transferring knowledge Tabriz municipality in Tabriz East Azerbaijan Province. The population is in municipality units in East Azerbaijan Province as a community of 335 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.

Keywords: diagnosing, hinders, transferring knowledge, Tabriz municipality, East Azerbaijan province.

INTRODUCTION

Knowledge can be a short view of the fact that by identifying barriers to knowledge and knowledge management and knowledge management as well as the consistent application of the fundamental ways to the success of the organization (Globalization, 2005). While studies in many theoretical science to understand the potential chains and discovering the truth is, learning the steps that can be a lot of courses and practical single or multiple computational learning to understand the distinction (Fakhim Azar et al, 2011; Medley, 1997; Igalens, 2006; Lehman, 2007). Therefore, it is necessary to carefully examine the barriers and facilitating factors that influence learning transfer Tabriz Municipality be examined. In other words, the present study tries to identify barriers and facilitate the transfer of learning are Municipality of Tabriz.

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. Which varies according to the operational definition of research on the theory of experts have defined.

Research Variable

Variable; Knowledge Transferring

When individual knowledge will be available to organizations that employees are willing to share it is detected and at the same time strengthening incentives and removing barriers to the sharing of knowledge work (Senge, 1990; Matten and Crane, 2005; Melsa, 2008).

The purpose of the questionnaire is a standard tool to assess due to the social responsibility. This instrument consists of 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 Questions

First Question: What are the barriers to learning Municipality of Tabriz?
 The second Question: Facilitate the transfer of learning how Municipality of Tabriz.

MATERIALS AND METHODS

This project has been done by questionnaire with high reliability and validity among 335 sample (Male and Female) in different corporations in Municipality of Tabriz.

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	98	29
Man	237	71
Total	335	100

In order to evaluate the study of sex status table 1 shows that 29 % of participants are women and 71% are man (see Table 1).

Table 2. Descriptive statistics for position

Position	Profusion	Percentage
Manager	35	11
Vice	45	14
Expert	255	75
Total	335	100

To evaluate the position 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	150	45
11-20 years	100	30
Above 20 years	85	25
Total	335	100

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

Table 4. Descriptive statistics for participants' Types of Years of Old

Years old	Profusion	Percentage
25-30	59	18
36-45	191	58
46-55	85	24
Total	335	100

To evaluate the years of old descriptive statistics shows that there is more distribution in the 36-45 as Table 4 shows this but less 25-30.

Table 5. Intangible structure coefficient
T test on knowledge hinder and sharing for analyzing hypothesis

Path		significant number	coefficient
From Variable	To Variable		T
Knowledge Sharing	Knowledge Barriers	0.000	16.4
Knowledge Sharing	Knowledge Barriers	0.000	19.6

Level of Knowledge Sharing varies significantly and represents the relationship between Knowledge Sharing among different types of knowledge barriers are significant in the level of 95 % confidence.

The path coefficient between these two variables are 16.4 to 19.6 and the amount of variable effects on invisible structure variable indicates the development of knowledge sharing. In other words, significant number are 0.000.

Discussion and Implications

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

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