

Research Article

COMPARISON OF KNOWLEDGE MANAGEMENT AND IT'S EFFECTIVENESS IN LORESTAN PROVINCE YOUTH AND SPORT DEPARTMENT

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ABSTRACT

The main purpose of this study was to comparison of knowledge management and effectiveness on Lorestan province youth and sport department. The sample of this study consisted of 95 Lorestan Youth and sport department employees that selected through Stratified sampling. Knowledge management was assessed by Tavasoli Knowledge management Scale (2009). The result of this study indicates that there is significant relationship between Knowledge evaluation, goal, identification, acquisition, development, facilitation, maintain with effectiveness in Lorestan province youth and sport department.

Keywords: *Knowledge Management, Effectiveness, Youth and Sport Department*

INTRODUCTION

Knowledge management has gained a lot of attention of scholars as well as practitioners during the recent past years (Alavi and Leidner, 2001). KM can be defined as the creation, acquisition, sharing, and utilization of knowledge for the promotion of organizational performance (Laurie, 1997). In the words of Francis Bacon, “Knowledge is power”. During recent decades, the core of organizations has moved from being capital or labor intensive to being technology intensive, and the current direction of evolution is towards becoming knowledge intensive. With the emergence of the knowledge economy, knowledge itself has become both a strategic property and the major source of organizational competitiveness (Choi *et al.*, 2008). Liao (2002) stated that the knowledge derived from power is the intangible resource for preserving valuable heritage, creating core competitiveness, learning, solving problems, and initiating new situations for individuals and organizations now and in the future. Knowledge management has become a significant determinant of future organizational survival. A knowledge management framework assumes that knowledge is a crucial factor to production and the sets about to improve the performance of processes, organization and systems. The framework can be the basis for enhanced performance and utilization of resources because it can be used as a tool to leverage organizational knowledge resources (Aidemark and Sterner, 2003). Whilst various sports event management organizations are similar in goals and in scope, they differ in a number of ways: their structures and practices are often dependent on different staff and budgetary constraints, different technologies, different sports systems, different political climate, different culture and so forth (Ghaffar *et al.*, 2012). Assessing the effectiveness of knowledge management operations is thus an important issue, but the measures that are available to evaluate the effectiveness of knowledge management are generally unsatisfactory. There is a need to develop an assessment model that can be used to make an accurate assessment of the effectiveness of knowledge management (Wen, 2009). Reily (2009) indicated that work place tools and structures that efficiently facilitate the sharing and creation of knowledge are important to the survival and growth of sport organizations. Razafgi (2013) introduced knowledge-sharing culture, learning culture and organizational affiliation culture (in Organizational Culture) and human resource understanding of knowledge, employee training, appropriate motivations and stimuli and exploiting people's full capacity (in human resource) and communication channels, open organizational space and flexibility in organizational structure (in organizational structure) and outlining perspective of knowledge, supporting knowledge management projects, targeting knowledge transfer (in strategy and leading) and IT

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infrastructure, database and e-commerce technology development (in IT infrastructure) to effective knowledge management in sport organizations.

MATERIALS AND METHODS

The method of the study is descriptive correlational. The data was collected using questionnaires and through field study procedure. Descriptive statistics were used for describing and categorizing raw data and for measuring Mean, frequency, SD and table drawing. Stepwise regression and Pearson correlation was used. For analyzing data the SPSS software was applied and 93% of confidence level was considered. The sample of this study consisted of 95 Lorestan Youth and sport department employees that selected through Stratified sampling.

Knowledge management was assessed by Knowledge management Scale (Tavasoli, 2009). This scale included 17 items with 8 subscales that Participants were required to indicate, on a 5-point Likert scale, whether the statement was true of them.

RESULTS AND DISCUSSION

As table 1 indicates the higher frequency is related to 31-35 years, also, 42% have diploma degree and again, 134 were married.

Table1: Demographic characteristics

Variable	Characteristics	Frequency	Percent
Age	25-30	43	22.9
	31-35	94	50
	36-40	51	27.1
	Total	188	100
Education	Diploma	78	42
	Associate degree	76	40
	BA/BSc	22	12
	M.A. Phd	12	6
	Total	188	100
Marital status	Single	54	28.7
	Married	134	71.3
	Total	188	100

Table2: the results of Pearson correlation between knowledge management subscales with effectiveness

Variables	R	N	Sig
Knowledge evaluation	0.586	188	0.001
Knowledge goal	0.882	188	0.000
Knowledge identification	0.586	188	0.002
Knowledge acquisition	0.434	188	0.002
Knowledge development	0.522	188	0.000
Knowledge facilitation	0.232	188	0.001
Knowledge maintain	0.882	188	0.000

As table 2 indicates there is significant relationship between Knowledge evaluation, goal, identification, acquisition, development, facilitation, maintain with effectiveness in Lorestan province youth and sport

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department. It means that increase of knowledge management cause to high effectiveness in youth and sport organizations.

Conclusion

The ability to effectively use, share and create knowledge to facilitate individual, team and organizational learning is important in all organizations (Dodgson, 1993). Today competitive pressures in sport organization for athletes training and support with the purpose of developing political, economic etc infrastructures is so increasing that quality promotion, and fulfilling instant requirement of athletes' and citizens is not only an option but also a strategic necessity. Since organizations can't be effectively managed with traditional approaches, a new subject which is called knowledge management is introduced which tries to grow and flourish organizations by managing the minds of employees. Besides, according to the fact that several factors may affect the establishment of knowledge management in organizations and some organizations have faced failure in establishment of knowledge management, the success of knowledge management is introduced which may have challenged the successful implementation procedure of knowledge management. Thus it is necessary to detect factors which can guarantee successful establishment of knowledge management and even those factors more associated with Iran internal structure of organizations are deemed more necessary. The results of this study indicate that all knowledge management subscales have significant relationship with effectiveness. It means that increase of knowledge management cause to high effectiveness in youth and sport organizations. It seems that Lorestan Youth and sport department has significant attention to knowledge management. On the other hand, based on the this study result, because youth and sport organization have responsibility to train and work with youth societies therefore using the results of this study recommended for this organization.

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