

The Relationship of Knowledge Management with Organizational Entrepreneurship (The case study: Organization of Education in Mazandaran Province)

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ABSTRACT

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 present article investigates the relationship of knowledge management with organizational entrepreneurship in organization of education for Mazandaran province.

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.

The results show the main hypothesis and 3 hypothesis of secondary was certified .It means there is meaningful relationship between knowledge management (trade, using knowledge) with organizational employment.

KEY WORDS: Knowledge Management, Organizational Entrepreneurship, Organization of Education, Mazandaran Province.

INTRODUCTION

In the majority of the countries which are developing there are social and economic conditions that not only do they have great financial resources and human resources for incorrect productivity and logic but also they have been faced with new and traditional difficulties and problems that they need the necessity 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. (Kortkoo and Hajtsen, 2004).

King (2006) believed that one of the most beds for the development of organizational entrepreneurship process is knowledge Management, in doubly. However, in the past, physical properties had special important but 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.

Knowledge Management is possible to prepare the experiences knowledge and experts. This function will create new abilities and it will increase the performance and the new innovation will increase. The broadcast of knowledge and information is easy in different organizational parts and it mix together the information and knowledge in daily process of trade and work (Gholizadeh, 2008).

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 (Chen & *et al.*, 2009).

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 cause the rework and it is called knowledge Management (Norozian, 2005).

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 (Aghaee, 2008).

The main aim of education is to establish the ability of the person (one by one) 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.

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The aspects on the based on knowledge to points that resources (thought) as a main properties of organization will be lead to stable competition. The base of industrial economics from productivity of natural resource will change to enjoying of mind capital. And, the resources which have been made in inter organization and coping from them is difficult for competitors and it causes that organizational knowledge to obtain a better condition of competition advantage to transfer the main resource. (Argoteh & *et al.*, 2000). And, also 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 need 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 Mazandaran and measuring of each of the variable in this office.

Review of Literature

knowledge management means: A trying for finding the hidden property in people's mind and changing of this hidden treasure to organizational 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. (Daven port & *et al.*, 1998 p17)

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.

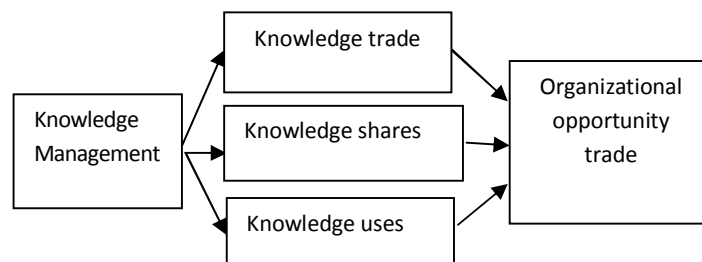
Knowledge share: purposeful relation of knowledge from sender to receiver has been known and knowledge applied: The using of recognized and available knowledge are for performance and decision making and getting the target (Alvani *et al.*, 2007, p43-44).

Also, in this article, the concept and an entrepreneur model was used on based Ireland and Baringer ideas. They believed that 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 (Farhang, Safarzadeh, 2005).

Table(1):Review of literature

No	Researcher(s)	Year	The research title	The performance Method	Results and Findings
1	Ishako & et al	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 & et al	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 &et al	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 & et al	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& et al	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



Figure(1):The research analytical(conceptual) model

Research Hypothesis

Main Hypothesis:

There are meaningful relationship between knowledge Management with organizational Entrepreneurship.

Sub hypothesis Sub Hypothesis:

- 1- There are meaningful relationship between knowledge Management with an organizational entrepreneurship.
- 2- There are meaningful relationship between knowledge share and organizational Entrepreneurship.
- 3- There are meaningful relationship between knowledge using with an organizational Entrepreneurship.

MATERIALS AND METHODS

The present research is on the based the kind of applied on the based descriptive and correlation method. The statistics universe is including all stuff and managers of General organization education in Mazandaran. According to received statistics ,The number of participated people in this office were 200 people .The number of acceptable sample is 132 people by using korjsi and Morgan table which just 102 questionnaires were collected. The data of this research has been collected by distribution of questionnaire among the samples.

The answer of all dependent and independent variables has been given on the based 5 choices of Likret. The used questionnaire had essential validity because the idea of experts was used in this field. Koronbakh's Alfa coefficient which calculated by SPSS Software is equal %94 and the calculated final coefficient for each component is also more than %7. So, Is has been came to conclusion that the questionnaire has a suitable result.

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(2) :Calculated T between independent & 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

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 :

- 1- There are meaningful relationship between knowledge trade with an organizational Entrepreneurship.
- 2- There are meaningful relationship between knowledge shares and an organizational Entrepreneurship.
- 3- There are meaningful relationship between using of knowledge with organizational Entrepreneurship.

Table (3): Coefficient correlation & calculated T.

T	Calculated correlation coefficient	
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.

Conclusion

This article with presentation of Chang & Hung knowledge Management model has been taken into consideration three components (using of knowledge, trade and share) as predictable variables. And on the based on Ireland and Baringer organizational Entrepreneurship model, its emphasis is on discovering opportunities until ideology So, 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 conscious attempt to be a useful effective tools.

Suggestions

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 (Todaro & et al., 2004, p.344).

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, article...) in order to be identify 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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