

The study of indices of knowledge management and its impact on employee empowerment in education departments of the Lamerd and Mehr City

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Abstract: In the present era of knowledge and ignorance gap between nations and societies, and the human resources, the most expensive and most valuable is the source organizations. Consciousness is the only competent people as coordinator of organizational factors play a major role thus one can easily say that without effective people and equipped with the knowledge to achieve organizational goals somewhat impossible. The purpose of this study is knowledge management and its impact on employee empowerment and education departments of Mehr and Lamerd city. This study is descriptive. The city survey office employees of Lamerd education and are Mehr with all 165 employees were examined. Research-based knowledge management tool of the Whigs (1999) and empower staff questionnaire Spears (1995), respectively. Using item analysis confirms the validity and reliability using Cronbach's alpha reliability of the questionnaire was reported KM 0.83 and 0.84 empowerment questionnaire. Inferential data using multiple linear regression analysis and path analysis were analyzed. Results: The results showed that knowledge management on employee empowerment and education departments of the city Lamerd and Mehr there were significant effects. Simultaneous effect of variables in the final model using multiple regression and path analysis showed all components except the application of knowledge management that significant influence on employee empowerment and education offices in the city are Lamerd and Mehr. It can be said that Lamerd city education office staff if you create the ideal conditions for knowledge management can have an impact on the empowerment of women and empowering them with various aspects of change. You can also raise the possibility that employees may not correct definition of these categories and their views biased have been proposed.

Key words: Knowledge management; Employee empowerment; Knowledge; Education

1. Introduction

In today's competitive world, one of the most important factors for change and survival of the organization and to achieve desired goals and mission, man. In the meantime, what gives life transition issues and also ensures the survival of the organization, human resources are the same staff. Nowadays, the appropriateness and necessity of environment, organizations must constantly be innovating it is now a successful enterprise in the field of competition, new technologies to market, and the specific characteristics of the knowledge-based human resources and the ability to innovate. Availability of suitable areas for interaction thoughts and gain new experiences for knowledge workers is the most important condition for the growth of knowledge capital in modern societies and organizations (Wilson, 2004). Those more developed and better to use a tool called "knowledge" to confront and deal with uncertainty factors, maintaining competitive position and create initiatives to expand their bills (Fathian, 2005). One of the major problems of our organization in the field of human resources, inadequate and incomplete

understanding of their talents and potential weaknesses of employees and misdiagnosis of managers is to empower employees. The present age is one of the worst challenges for managers in organizations, inefficient use of resources, intellectual, mental ability and creative potential of human resources. If the talents and strengths of the shortcomings and weaknesses of the staff are not correctly diagnosed, Not only capable and diligent evaluation of empowerment, will be negative, but to eliminate the weaknesses of employees are not considered appropriate and thus a kind of lethargy and inertia in the ruling will be as capable and talented employees are discouraged from and empowering employees do not count. In recent decades a fundamental change in the educational system there. Education and training institutions to achieve optimal performance requires the use of modern science have to work. The results of this study can provide education and planners in developing strategies for empowering employees as well as practical approaches to knowledge management and assist in planning for the future are important factors in empowering pay more attention. The present study can be used to study human resource managers in other organizations to further deepen their knowledge management

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processes and operating decisions affecting their staff empowerment. In relation to this research, other research has been done on some of this research is pointing.

Jafari et al. (2012), a research on the role of knowledge management in making human resources component of the business results of these reports, selection, integration and application of knowledge and significant role in the empowerment of human resources. In this Abtin et al. (2011), as enabling factors affecting human resources for small and medium businesses showed staff competence development and organizational variables improved features directly on Empowerment of small and medium sized businesses are affected but although the two variables of management competence development and use of environmental conditions on empowering employees do not contribute directly but indirectly affects the development of the competencies of staff, the Empowerment of small and medium sized businesses are impressive. The results indicate that the empowerment of small and medium businesses working in the city of Tehran is higher than average. Rabie et al. (2010) in a study to determine the relationship between knowledge management and improve employee performance in city hospitals reported these results the knowledge management and improve the performance of the educational centers - there is a significant correlation of the city. Concluded, organizations that are seeking to gain and maintain competitive advantage to the issue of knowledge management and its impact on employee performance improvement and performance pay more. Sharifyzada and Mohammadi Moghaddam (2009) research on the relationship between empowerment and productivity of human resources staff did province police chief and results showed that educational factors, motivation, culture and participation in manpower productivity Lorestan police chief have a significant impact. Liu and colleagues (2010) conducted a study entitled "The impact of knowledge management on organizational performance output in a traditional economy" did the results show that knowledge management is a positive impact on organizational outputs such as initiative, creativity, improve production and improve the performance of employees. In addition, they study a positive correlation between the ability

of knowledge workers and the output of the show. Huczynski and Bachnan (2001) to review and explain the factors influencing employee empowerment Texas State Bank's results were expressed factors influencing variables that provide empowerment - leadership style - organization belonging - participation - accountability - is job enrichment (Talebian, et al., 2009).

The main theory of knowledge management on employee empowerment and education departments of the city Lamerd and Mehr there were significant effects.

2. Specific research hypotheses

1. The Office of Knowledge Management and its components in the city of Lamerd education and Mehr is desirable.
2. Components of empowering knowledge workers to departments of education Lamerd and Mehr city there were significant effects.
3. Organize component of the city's education department employee empowerment Lamerd and Mehr there were significant effects.
4. Exchange components on empowering employees to departments of education Lamerd and Mehr city there were significant effects.
5. The component of knowledge on empowering employees to departments of education Lamerd and Mehr city there were significant effects.

3. Methods

This type of research as applied in respect of the survey. The staff survey departments of education and the number 165 is Lamerd and Mehr city among these 38 women and 127 men. Because of the limitations of the sample considered and the total number was that all 165 people were census data using multiple linear regression analysis and path analysis inferential statistics were analyzed.

4. Findings

The main theory of knowledge management on employee empowerment and education departments of the city Lamerd and Mehr there were significant effects.

Table 1: Linear regression to examine the impact of knowledge management on employee empowerment and education departments of the Lamerd and Mehr city

Variable	R	R ²	β	T	Significance level
Knowledge Management	0.75	0.64	0.75	14.29	0.0001

As can be seen in Table A variable Knowledge Management 64% of the variance in employee empowerment and education departments of the city Lamerd and Mehr explained 0.75 beta coefficient varies based on Knowledge Management and a significant positive impact on empowering

employees 0.0001 Lamerd and Mehr of the city's department of education. Thus, the hypothesis is confirmed.

First hypothesis: the state of Knowledge Management and its components in the education departments of Lamerd city seal is desirable.

Table 2: Comparison of mean and knowledge management component to the desired level of competence (Q3)

Variable	Mean	Standard deviation	Good enough level (Q3)	Amount T	df	Significance level
Knowledge creation	4.41	0.46	4	11.01	164	0.0001
Organizing knowledge	4.29	0.5	4	8.27	64	0.0001
Exchange	4.33	0.43	4	10.25	164	0.0001
Application of knowledge	4.13	0.49	4	5.95	164	0.0001
General Knowledge Management	4.27	0.45	4	8.02	164	0.0001

Results showed that Knowledge Management and its components (knowledge creation, knowledge organization, knowledge sharing, and knowledge application) are significantly higher than the desired level of competence. Based on this hypothesis is confirmed. The research results Haj Ebrahimi (2008), Kazem Zadeh (2007), Rahman (2004),

Paolini and Mason (2002) is both direction. They also believe that in the management process is regular training. To improve their knowledge spends enough time in the day. The second hypothesis: 2 component of knowledge on empowering employees to departments of education Lamerd and Mehr city there were significant effects.

Table 3: Results of linear regression analysis to examine the impact of knowledge on empowerment component of the city's education department staff of Mehr and Lamerd

Variable	R	R ²	β	T	Significance level
Knowledge creation	0.71	0.64	0.71	13.5	0.0001

Results showed that the creation of a significant impact on employee empowerment and education departments of Mehr and Lamerd city. Thus, the hypothesis is confirmed. The research results Alizadeh (2011), Haghghi Rezai (2009), Nayer (2008), Fathian (2005) and Liu et al. (2010) both direction. As they say in the management process is

regular training. To improve their knowledge spends enough time in the day.

The third hypothesis: 3. Organize component of the city's education department employee empowerment Lamerd and Mehr there were significant effects.

Table 4: Results of linear regression analysis to examine the impact of employee empowerment component organization of the departments of Education and Mehr Lamerd city

Variable	R	R ²	β	T	Significance level
Organizing knowledge	0.49	0.32	0.49	8.88	0.0001

Results showed that the organization of a significantly positive effect on employee empowerment and education department staff Lamerd and Mehr of the city. Thus, the hypothesis is confirmed. The research results Alizadeh (2011), Haghghi Rezai (2009), Nayer (2008), Fathian (2005) and Liu et al. (2010) both direction. Of formal and

informal learning to take notes. To review the experiences they need to learn more. The information needed to fully receive.

The fourth hypothesis: 4-component Exchange on empowering employees to departments of education Lamerd and Mehr city there were significant effects.

Table 5: Results of linear regression analysis to examine the impact of the exchange component of the city's education department employee empowerment Mehr and Lamerd

Variable	R	R ²	β	T	Significance level
Exchange	0.55	0.46	0.55	10.58	0.0001

Results showed that the significant positive impact on the empowerment of staff knowledge and education departments of Mehr and Lamerd city. Thus, the hypothesis is confirmed. The research results Alizadeh (2011), Haghghi Rezai (2009), Nayer (2008), Fathian (2005) and Liu et al. (2010) both direction. According to the findings, it can be concluded that employees in their office argued that

the required information is available to them. Low levels of administrative staff in providing information to higher levels of autonomy status. Information available is daily staffing them. 5. The component of knowledge on empowering employees to departments of education Lamerd and Mehr city there were significant effects.

Table 6: Results of linear regression analysis to examine the impact of employee empowerment component of knowledge on the city's department of education Mehr and Lamerd

Variable	R	R ²	β	T	Significance level
Application of knowledge	0.35	0.21	0.35	6.8	0.0001

Results showed that the use of a significantly positive effect on employee empowerment and education department staff Lamerd and Mehr city. Thus, the hypothesis is confirmed. The

research results Alizadeh (2011), Haghghi Rezai (2009), Nayer (2008), Fathian (2005) and Liu et al. (2010) both direction. Multiple regressions:

Table 7: Evaluation of the predictive factors of knowledge management in education departments, enabling staff to Mehr and Lamerd city

factors of knowledge management	F	P	R	R ²	B	t	Significance level
Knowledge creation	17.10	0.0001	0.61	0.41	0.49	5.91	0.0001
Organizing knowledge					0.21	3.17	0.0001
Exchange					0.39	4.87	0.001
Application of knowledge					0.09	0.71	0.0001

Based on the above table it can be seen that 41% of the variance component of knowledge management and education departments, enabling staff to Lamerd and Mehr city it predicts. Findings indicate that knowledge component with 0.49 betas strongest positive predictor of employee empowerment and education departments of Mehr and Lamerd city. The results indicate that the use of a significant predictor of to empower staff and city departments of education is not Mehr and Lamerd. Path analysis:

- Creation of a positive and significant impact ($0.05 > P$ and $0.49 = \beta$; $5.91 = t$); the empowerment of staff departments of education Mehr and Lamerd city.
- organize knowledge and significant positive effect ($0.05 > P$ and $0.21 = \beta$; $3.17 = t$); the empowerment of staff departments of education Mehr and Lamerd city.
- Exchange positive and significant impact ($0.05 < P$ and $0.39 = \beta$; $4.87 = t$); the empowerment of staff and Mehr the Lamerd County Office of Education.
- Application of significant impact ($0.05 > P$ and $0.05 = \beta$; $0.71 = t$); the empowerment of staff departments of education Mehr and Lamerd city.

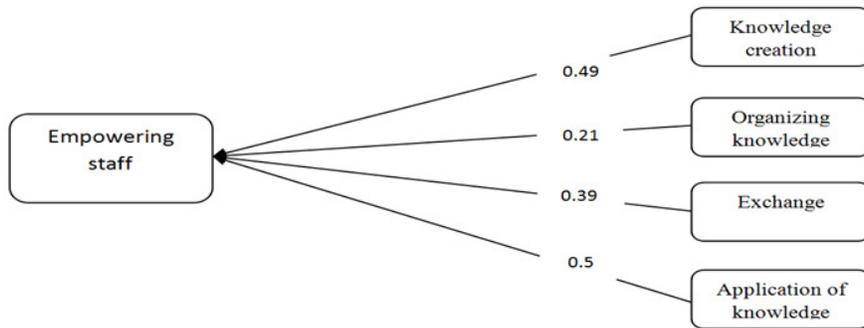


Fig. 1: The effect of knowledge on empowering employees and departments of education Lamerd city of Mehr, model numbers in standard

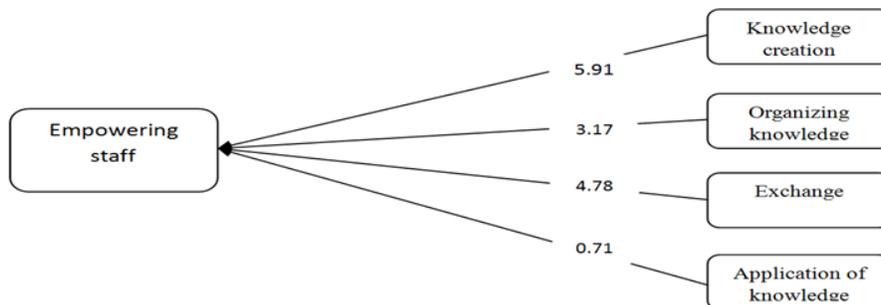


Fig. 2: The effect of knowledge on empowering employees and departments of education Lamerd city of Mehr, model in significant numbers

Table 8: The model measures the impact Knowledge Management on employee empowerment and education of Lamerd and Mehr city

Index	The main criterion	What is graceful?	Description	Amount
NFI	Comparison of the model with respect to its	Must be greater than 0.9	Standard fit index	0.91
CFI	Assessment of the relative amount of variance and covariance	Must be greater than 0.9	Comparative fit index	0.9
GFI	Assessment of the relative amount of variance and covariance	Between zero and one. Must be equal to or greater than 0.9	Goodness of fit index	0.91
IFI	Compared with the model of independence	Must be greater than 0.9	The Kerry Mental fit index (increase)	0.9
SRMR	Mean square error	If it is smaller than one	Standardized root mean square residual	0.89

To determine the model, using the software Liserl, different values of the fit was calculated (Table 8). According to the table, we can see that with regard to the acceptability of fit indexes NFI, CFI, IFI, GFI and the correlation between low indexes SRMR error of the model is fit rather well.

5. Conclusion

The present study aims to investigate knowledge management and its impact on employee empowerment and education of personnel departments were Mehr and Lamerd city. After the results were presented findings and their interpretation Km initiatives empower all employees to have a significant positive impact for each hypothesis. The results and findings show that Knowledge Management on employee empowerment and education departments of Lamerd city seal has a significant positive impact. The strongest predictor of employee empowerment and education departments and Mehr of the city of Lamerd is knowledge. This is a strong indicator of the creation of knowledge. But the application of knowledge to empower employees was not significant predictors. The highest rank among knowledge management aspects related to the creation of knowledge. The research results Alizadeh (2011), Haghghi Rezai (2009), Nayer (2008), Fathian (2005) and Liu et al. (2010) both direction. The findings also showed that the strongest predictor of positive knowledge Empowerment of Education Office of Mehr and Lamerd city. This could indicate special attention to indicators of knowledge workers in the education departments of Mehr and Lamerd city. Same can be said of the staff in the use of knowledge management features that need more attention and have greater alignment between the components with other components made knowledge.

To summarize the results, it appeared that all the assumptions of KM initiatives on empowering employees to individually influence in the final model the impact of knowledge management component was measured at the same time the only significant predictor of the components of the application was to empower employees.

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