

**EXAMINING THE EFFECT OF SOLUTIONS DETERMINATION OF KNOWLEDGE MANAGEMENT ON ISLAMIC VALUES IN PUBLIC ADMINISTRATIONS (THE CASE OF INDUSTRY, MINE, AND COMMERCE ORGANIZATION OF WEST AZERBAIJAN)**

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**ABSTRACT**

Unlike traditional organizations, new organizations enjoy higher levels of technology and require management of information so as to improve the efficiency, management and execution of permanent changes. Thus, the present study aimed at investigating the effects of implementing solution of knowledge management on Islamic values in Iran public organizations. The statistical population comprised of all 205 employers working at West Azerbaijan Mine, Industry, and Commerce organization. 134 people were chosen as participants using ratio random sampling method. To run statistical analysis, t test was used. The results indicate that there management-related factors, culture-related factors, management organizational dimensions factors, and human force –related factors should be taken into consideration when implementing knowledge management.

**KEYWORDS:** Case of Industry, Commerce organization, Mine.

**INTRODUCTION**

One of the key characteristics of intelligent organizations is the emphasis on knowledge and information. Unlike traditional organizations, modern organizations enjoy technology and need exploitation of knowledge and information so as to improve efficiency, management and permanent changes prosecution. Knowledge is a powerful tool which can make great changes in the world and bring about new innovations. Knowledge is a valuable asset which determines the level of social respect. It is the only source that is increased by being employed. Technical managers of knowledge face higher levels of demand due to explosion development of knowledge, its short long life and knowledge-based state of all management processes (Jafarnejad, 2008). The other component to be considered are the values ruling the organization although every society gives value to different affairs based on its perspectives. So, what is given value in nowadays organizations is Islamic values. One can define the concept of value as follows: it is defined as particular meaningful implication which are addressed by humankind to a number of acts and some states and gives respect. Perceiving the values is different from real perceiving of human kind's mind so that it gets knowledge based on emotions, needs, understanding, beliefs, and some social cultures which hare subsequently attributed to the reality (Rezaeian, 2009).

**Knowledge management**

Knowledge is the only source that is increased when employed. Technical mangers face higher levels of demand due to explosion development of knowledge, short lifetime and its gradual nature. One should move fast. In case one perceives the results of attempts in the fields of knowledge management and the time is limited in that case, unwanted conditions might appear (Seyednagavi and Yagobi, 2006). It is believed by Daghfous (2003) that knowledge management is the integration of processes dealing with managing, controlling, creativity, coding, expansion, and inducing of knowledge power in organization and the main purpose is to ascertain that the needy person gets the knowledge so that it is possible that proper decision making is made (Daghfous, 2003).

**Knowledge-based view**

The world has seen fundamental changes in the field of business. Rapid changes of technology, globalization, improvement of goods quality and changes structure of politics and society along with the shortage of working force have brought about competitive context among organizations. Getting succeed in such a context requires that new resources are employed, to do so, researchers have offered new trend to knowledge in which knowledge is regarded as the only key resource. Knowledge resources is exclusive and is not replicable (Bahra, 2001). What causes competitive

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advantage is knowledge and intellectual capital. Hence, most of the organizations view knowledge as one of the applicable solutions and make use of them in different programs (Hoyt, 2004).

### Knowledge-based employers

In the field of knowledge managements, employers and managers are regarded as intellectual capital. In practice, the main distinguishing point is the degree from the perspective that even simple employers offer knowledge that work with. In addition, the value of employers depends on the knowledge they offer. So, in knowledge-based organizations, employers and managers change to knowledge-based employers regardless of their real job and task (Latifi, 2007).

It is only the humankind that can add value derived from the conversion of data to knowledge. In case knowledge management is limited only to a small group or to the input group of employers, the result will not be optimal. It is worth noting that managers and employers who do the tasks to get income should do daily tasks related to knowledge management (Sharifzade and Bodlai, 2008).

### The concept of value

Value is regarded as the main and complex concepts of sociology. There is less consensus over the definition of value. Value has been addressed by many researchers such as Nietzsche and Heidegger. Probably, it was Zimel that initiated the first step in the field of money. He believes in viewing the comprehensive world whose nature depends and roots in the classification in terms of the value (Tuegg, 1980, cited in Rafipor, 1999).

### Social values from Islam perspective

Basically, the aim of creating humankind has been the existing of transcendent attempts in line with approaching the values. The ultimate purpose is the same within individual and social reaction context. From Islam perspective, individual and social values along with the ones discussed in different areas are so interconnected and are not distinguishable. Islam is a comprehensive school which considered all individual and social aspects in the view of transcendent aspect and considers all dimension of human-related fortunes (Terner, 2007).

### Islamic values

The values derived from such views of Islam root in interactive passionate that is developed among people based on three beliefs. The more attention of humankind to these relations, the more feelings are improved. In fact, this is a psychological principle. It is feasible that humankind gets accompanied with a person, but forgets him based on a number of factors. This can lead to the way that they do not meet each other anymore and the relationship is broken up. However, in case the emotional relation is regarded, such a relationship is enhanced (Entezari, 2010).

## **MATERIALS AND METHODS**

The present study is applied. The statistical population comprised of 205 employers working at Mine, Industry, and Commerce Organization of West Azerbaijan and 134 people were chosen as the sample size using Cochran formula. The main instrument to collect the data was questionnaire and statistical analyses were run based on t-test.

### First hypothesis

When determining the knowledge management with an emphasis on Islamic values, one should consider the factors dealing with management.

This hypothesis examines the importance of attention to the factors of management when determining knowledge management with an emphasis on Islamic values. To test this hypothesis, one variable t-test was used. Followings are the obtained results from running this test. T value is 13.312 and the obtained credit level is  $p=0.01$ . Since the obtained level is less than the level for accepting the hypothesis, one can conclude that this hypothesis is accepted.

### Second hypothesis

When determining the knowledge management with an emphasis on Islamic values, one should consider the factors dealing with culture.

This hypothesis examines the importance of attention to the factors of culture when determining knowledge management with an emphasis on Islamic values. To test this hypothesis, one variable t-test was used. Followings are the obtained results from running this test. T value is -16.85 and the obtained credit level is  $p=0.01$ . Since the obtained level is less than the level for accepting the hypothesis, one can conclude that this hypothesis is accepted.

**Table 1. Descriptive statistics of one variable t-test related to the importance of attention to the factors dealing with management when determining knowledge management with an emphasis on Islamic values**

Variable Description	Mean	Standard Deviation	T Value	Level of Credit
Factors Dealing with Management	56.1	9.6	13.312	0.001

Table 2. Descriptive statistics of one variable t-test related to the importance of attention to the factors dealing with culture when determining knowledge management with an emphasis on Islamic values

Variable Description	Mean	Standard Deviation	T Value	Level Of Credit
Factors Dealing with Organizational Dimensions	55.7	10	12.47	0.001

#### Third hypothesis

When determining the knowledge management with an emphasis on Islamic values, one should consider the factors dealing with organizational dimensions.

This hypothesis examines the importance of attention to the factors of organizational dimensions when determining knowledge management with an emphasis on Islamic values. To test this hypothesis, one variable t-test was used. Followings are the obtained results from running this test. T value is 12.47 and the obtained credit level is  $p=0.01$ . Since the obtained level is less than the level for accepting the hypothesis, one can conclude that this hypothesis is accepted.

Table 3. Descriptive statistics of one variable t-test related to the importance of attention to the factors dealing with organizational dimensions when determining knowledge management with an emphasis on Islamic values

Variable Description	Mean	Standard Deviation	T Value	Level of Credit
Factors Dealing with Organizational Dimensions	55.7	10	12.47	0.001

#### Fourth hypothesis

When determining the knowledge management with an emphasis on Islamic values, one should consider the factors dealing with human force.

This hypothesis examines the importance of attention to the factors of management when determining human force with an emphasis on Islamic values. To test this hypothesis, one variable t-test was used. Followings are the obtained results from running this test. T value is 7.03 and the obtained credit level is  $p=0.01$ . Since the obtained level is less than the level for accepting the hypothesis, one can conclude that this hypothesis is accepted.

Table 4. Descriptive statistics of one variable t-test related to the importance of attention to the factors dealing with human force when determining knowledge management with an emphasis on Islamic values

Variable Description	Mean	Standard Deviation	T Value	Level of Credit
Factors Dealing with Organizational Dimensions	31	6.6	7.03	0.001

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