

THE EFFECT OF USING MANAGEMENT OF KNOWLEDGE ON INNOVATION AND ORGANIZATIONAL FUNCTION IN HYGIENE CENTER OF BOUSHEHR-2016**¹Gholam Reza Bighash, ^{*2}Abbas Ghavam, ³Abbas Yazdanpanah**¹Department of Healthcare Management, Marvdasht Branch, Islamic Azad University, Marvdasht Iran.²Assistant Professor, Department of Environmental Science, Institute of Sciences and High Technology and Environmental Sciences, Graduate University of Advanced Technology, Kerman, Iran.³Assistant professor, Department of Healthcare Management, Marvdasht Branch, Islamic Azad University, Marvdasht, Iran.***Corresponding Author: Abbas Ghavam**

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ABSTRACT

Introduction: By paying attention to the importance and management of knowledge in innovation and organizational function and their staff in this study, our aim was answering this question: Was management of knowledge effective on innovation and organizational function in hygiene center of Boushehr? **Methodology:** In this descriptive-analytic study, 207 of staff related to hygiene center of Boushehr were questioned. By using regression analysis, the relation between management of knowledge and innovation and function of staff were investigated. **Findings:** The results of study showed that management of knowledge is effective on function of staff in hygiene center of Boushehr. Management of knowledge is also effective on organizational innovation of staff in hygiene center of Boushehr. **Conclusion:** It is recommended to the managers of hygienic system to obey management of knowledge and hygienic technology for upgrading function of staff.

KEYWORDS: Management of knowledge, function of staff, Boushehr; Iran, organizational innovation.**INTRODUCTION**

After passing industrial revolution which capital and power of work were main resources, the world has seen industrial revolution that in it making money and income are important resources of knowledge.^[1] In modern knowledge-based economy, knowledge is regarded as a key resource that such as liquidity flow should be human resources or primary materials of management.^[2] In this condition, organizations can have more successful function that can profit knowledge as a stable competitive benefit. So, management of knowledge has been changed to one of the most important obligations of organizations that try to become a learning organization; Organizations that effectively proceed to gaining, creating, transferring and using knowledge to amending and upgrading their actions and functions.^[3,4]

Management of knowledge is a new way for thinking about organization and sharing intellectual and creative resources of organization. Management of knowledge is referred to attempts that systematically are done for finding, regularizing and making available the intellectual capitals of organization and reinforcing continuous learning culture and sharing knowledge in organization.^[5] By focusing on management of

knowledge and widespread investment on information technology, most of the organizations seek accessing benefits originated from management of knowledge and try to upgrade their functions by using strategy of management of knowledge. Management of knowledge is gaining proper knowledge for appropriate people in proper time and place in such a way that to gaining the aims of organization, they can use knowledge in the best way. Management of knowledge is a process by that organizations gain skills in learning (internalizing knowledge), coding knowledge(externalizing knowledge) and distributing and transferring knowledge.^[6]

The challenge that exists here is that management of knowledge is a systematic issue that successful performing of this needs comprehensive and pervasive attitude on different organizational factors. Most of the organizations that have been seeking to applying management of knowledge, have proceeded widespread investment on informational and relational technologies. We should notice that information technology is only a part of management of knowledge and successful applying this strategy needs that various organizational factors in an organization such as organizational structure, organizational culture, technology, human

resources and... have special features and necessary consistency and coordination.^[7,8] Existence of gap and inconsistency among these factors will prevent successful applying strategy of management of knowledge. So, recognizing the condition of organizational factors about necessary features for applying strategy of management of knowledge is an initiative and important proceeding that can prepare strong foundation for next proceedings on this issue.^[9] Both scientific and commercial societies believe in this issue that organizations with powers of knowledge can keep their long-time priorities in competitive fields. For using knowledge, organizations should rapidly create balance in activities related to management of knowledge. Generally, making such balance needs creation of changes in culture of organization, structure, techniques and technologies. Some organizations believe that by absolute focus on people, technology and techniques we can manage the knowledge.^[10,11]

In recent years, different organizations and companies have started joining way of knowledge that new concepts such as knowledge work, knowledge of work, management of knowledge and knowledge organizations inform us about increasing this process. Peter Drucker by using these words informs us about creating new organizations that in them instead of power of body (arm strength), power of mind is dominated. On the basis of this theory, in future societies can expect development and progress which have more knowledge. So, having natural resources cannot be important such as knowledge. Knowledge organization reaches capabilities that can create a big power from slight power.^[12,13] The purpose of knowledge activities in organization is assurance of growth and continuity of activities for keeping necessary knowledge in all levels, using knowledge in all cycles, mixture of knowledge for synergistic, continuous gain of related knowledge, development of new knowledge by continuous learning that are created by internal experiences and external knowledge.^[14] By reliance on superior knowledge, organizations find possibility of adopting wiser decisions on important issues and correcting functions on the basis of knowledge. So, management of knowledge is an issue more important than knowledge which organizations seek this issue to specify the way of changing information and knowledge of individual and organization to individual and group knowledge and skills. The most important role of management of knowledge is that to regard it as a methodology of change. Management of knowledge on the one hand by attracting new knowledge into the system and on the other hand by effective governing of that knowledge can be the most important factor of change in an organization. Because of proximity to the decisions and organizational proceedings more than data and information, knowledge can cause upgrading the function and as a result generally upgrade quality of services related to organizations and specially governmental organizations.^[15,7]

Nowadays, organizations for surviving, evading from death, standing and adapting internal, unstable and changeable environment to the change and for managers of all organizations need innovation." Destruction is waiting for you otherwise be innovative". The slogan is existed. Issues related to today of organizations cannot be solved by solutions related to past and environmental conditions have become such complicated, dynamic and unsecure that organizations cannot anymore guarantee their long-time existences without innovation.^[16] So far many investigations have been done about organizational innovation and each has been investigated about this variable from an aspect, but so far a comprehensive study has not been done about the effect of management of knowledge on organizational innovation and function. According to this important issue, this study will proceed to investigating the concept of organizational concept, management of organizational knowledge and function. Without a doubt by informing and recognizing these factors and backgrounds, managers of organizations will see the issue of management of knowledge by more widespread, comprehensive and informed attitude and gain the necessary benefit to increasing function of their staff.

METHODOLOGY

This study on the basis of the aim is practical and according to the descriptive-analytical is correlation. Statistical population of the study includes all staff of hygienic center of Boushehr in 2016 and the numbers of samples were estimated by using Morgan table and were chosen by the way of available and random sampling. This center and their related centers have 331 staff in different educational levels and various occupational classifications. In this study, by using Morgan table, the numbers of samples were estimated 180 and for more assurance they were increased to 207. To collecting data three questionnaires have been used (organizational innovation, management of knowledge and organizational function).

The questionnaire of the condition of innovation. To assessing organizational innovation, the questionnaire of the condition of innovation was used (it was translated by Majd Zadeh and colleagues for hygienic organizations). The Persian translated questionnaire of the condition of innovation had acceptable validity and stability and was equal to 0.7 Chronbach's Alpha and using it is possible for measuring innovation in Iranian organizations. In this study, the questionnaires of management of knowledge which before was codified by Hemmati (2011) and also studies related to management of knowledge and investigating the same questionnaire, were used. Stability of this questionnaire was obtained by Khameda, Zahra (2010) by Chronbach's Alpha and SPSS which was 0.91. The questionnaire of occupational function was also designed in 1992 by Paterson. Aslan pour jokandan and colleagues in 2012 in Ahvaz, were calculated the stability of this questionnaire 86.0. To analyzing data in this study, in descriptive part the

frequency, percentage, mean, standard deviation and diagram and in illative part for tests related to the hypotheses of study, correlation technique will be used.

FINDINGS

In 207 investigated people in this study, 123 were women and 84 men. In other words, 40.5% of participated people were men and others were women. Table 1 shows the mean, standard deviation and minimum and maximum amounts originated from the questionnaire related to management of knowledge. Findings of the questionnaire are in such a way that more amounts represent better management of knowledge and less amounts represent less management of knowledge. As you can see from above table, the means of storing knowledge than 3 other items in management of knowledge are higher amounts and the means of applying knowledge than other items have are amounts. Total mean related to management of knowledge in this study was 75.49 which has 17.16 standard deviation and 34 minimum and 120 maximum amounts.

Table 2 shows the mean, standard deviation, minimum and maximum amounts originated from questionnaire of function. Investigated items in this study are obeying discipline and order in work, amenability in work, cooperation and upgrading work.

As you can see in table 2, amenability among staff had the most score and discipline and order in work (related to staff) had the least score. Total function of staff had 154.64 mean and 25.59 standard deviation that the highest and least amounts were 182 and 42. Table 3 shows findings originated from questionnaire related to management of innovation and occupational innovation. In this table also mean findings, standard deviation and minimum and maximum amounts have been added.

As you can see in above table, the mean of knowledge of innovation and occupational innovation related to hygiene among staff related to staff of hygienic center of Boushehr was 19.85 and 7.24 was the standard deviation and 7 and 31 were minimum and maximum amounts.

To investigating the effect of management on innovation and organizational function, regression analysis was used. Table 4 shows findings originated from regression model. The coefficient of the relation between management of knowledge and organizational innovation was 0.092 and the meaningfulness was 0.578. So, we can say there isn't any meaningful relation between two variables. The coefficient of the relation between creating knowledge and organizational innovation was also 0.056 which had 0.574 meaningfulness and there isn't any meaningful relation between two variables. The coefficient of relation between sharing knowledge and organizational innovation was 0.198 that had 0.062 meaningfulness coefficient. So, we can say there is a meaningful relation between these two variables. The coefficient of relation between applying the knowledge and organizational innovation was 0.126 that had 0.073 meaningfulness. So, we can refuse Zero hypothesis on lack of existence related to relation between two variables and we can say that between two variables there is a meaningful relation. The relation between two variables is positive. By increase of applying knowledge in hygienic center of Boushehr, organizational innovation will be increased. Coefficient of relation between storing knowledge and organizational innovation was 0.183 that had 0.024 meaningfulness. . So, we can refuse Zero hypothesis on lack of existence related to relation between two variables and we can say that between two variables there is a meaningful relation. . The relation between two variables is positive. By increase of storing knowledge in hygienic center of Boushehr, organizational innovation will be increased.

Table 4. Results originated from regression analysis To investigating the effect of management of knowledge on organizational function, regression analysis was used. The coefficient of the relation between management of knowledge and organizational innovation was 0.0115 and the meaningfulness was 0.001. So, we can refuse Zero hypothesis on lack of existence related to relation between two variables and we can say that between two variables there is a meaningful relation. So, by upgrading management of knowledge, organizational function is also upgraded.

Variable	Factor	Standard deviation	Significance	Lower limit	Upper limit
knowledge management	0.092037	0.1652876	0.578	-0.23384	0.417919
creating knowledge	0.056194	0.0997672	0.574	-0.14051	0.252895
knowldege sharing	0.198355	0.1057643	0.073	0.011749	0.26446
utilization	0.183533	0.0808828	0.024	0.024064	0.343002
knowledge storage	0.183533	0.0808828	0.024	0.24064	0.343002

DISCUSSION

The results of the study showed that totally management of knowledge was effective on function and innovation

of staff in hygienic center of Boushehr. The results of the study showed that the variable of management of knowledge was effective on occupational innovation related to health of staff in hygienic center of Boushehr.

In other study by a semi-experimental investigation on head nurses and nurses of a hospital it is concluded that items as environmental, individual and professional issues are causes of upgrading nursing-clinical competence and upgrading their function.^[9] Panahi (2008) in his master thesis has been proceeded to investigating condition of sharing knowledge, infrastructures, fields and ways of sharing knowledge in organization of libraries related to threshold of Qods Razavi. Here, obtaining the knowledge of creating relation and social reputation, amenability, trust among librarians and organizational trust have been known as factors in incentive of sharing knowledge.^[17] In another master thesis, this result was achieved that for assessing and choosing proper strategy of management of knowledge, many factors as total strategy of working of organization, organizational structure, cultural factors and processes of creating and spreading knowledge in knowledge on organizations effective factors should be noticed.^[18] Hasoumiyan in his master thesis concludes that creating and applying knowledge have the strongest relations with obtaining and keeping competitive benefit in companies of food industries that are members of stock exchange. This relation has less internalizing and sharing of knowledge about collecting. On the basis of obtained results of management of knowledge has slightly strong and meaningful relation with obtaining and keeping competitive benefit.^[19]

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