The Relationship between Organizational Culture and Knowledge Management in Hamedan's Jihad- Agriculture Applied-Scientific (HJAAS) Higher Education Center

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The main purpose of this study was to investigate the relationship between organizational culture and knowledge management in Hamedan's Jihad- Agriculture Applied-Scientific higher education center (HJAAS). Denison's Organizational Culture Model and the Building Blocks of Knowledge Management Model were used for finding this relationship. A descriptive-correlative methodology was used. The statistical population of the study consisted of 80 teachers in HJAAS with at least four years experiences until 2010-2011 academic years. A number of 65 teachers were selected randomly based on the Cochran formula. Data gathering tool for measuring organizational culture was Denison's standard questionnaire and for measuring knowledge management a new questionnaire was developed. Cronbach's Alpha test showed a reliability of 0.89 for organizational culture questions and 0.83 for knowledge management questions. The results showed mission culture as the highest and adaptability culture as the lowest dimensions. Among the knowledge management factors, the highest rank belonged to knowledge identification and knowledge goal and the lowest was knowledge measurement. Results on one hand showed a strong relationship between either mission culture and knowledge goal, or, adaptability culture and knowledge development in the higher education center of HJAAS, on the other hand a weak relationship between involvement culture and knowledge measurement.

Abstract

Keywords: Organizational Culture, Knowledge Management, Denison's Organizational Culture Model, the Building Blocks of Knowledge Management Model

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