

عنوان مقاله:

Effective Factors On Job Performance

محل انتشار:

کنفرانس بین المللی چالشها و راهکارهای مدیریت و توسعه اقتصادی (سال: 1396)

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نویسندگان:

Leila Nayeri - Student: Business Management M.A- Foolad Shahr Amin university-Esfahan, Iran

Mohammad Reza Dalvi - Ph.D: Department of Management Degaghan Branch Islamic Azad University Esfahan, Iran

خلاصه مقاله:

The main purpose of presented study is to investigate the effects of individual and social factors on staff s job performance with regards to knowledge distribution based on Kwank and park model. Presented study based on purpose is of application. Also, based on data- collection is descriptive-survey study, which performed as field method, and in terms of time is fixed (cross-sectional). Statistical society of this study regarded as all of laboratories staffs with Esfahan city s quality sign. For determining sample s volume in this study according to limited sample number, the possibility of the entire population cooperation in study and also raising test power, laboratories with (having) Esfahan city s quality sign as a census selected as a sample and after distributing questionnaire among all mentioned organization s staff (personnel) 200people (person) including formal and informal) returned 164 questionnaire completely and without any imperfection. In order to collecting data and measuring model s variables, Kwahk and park questionnaire and its localization are used. Its reliability confirmed with using Cronbach s Alpha and its validity and combined reliability also confirmed with using convergent validity (load factor Ave rate) and diagnostic validity. For data analysis used descriptive statistics methods and confirmatory factor analysis and for presenting model, structural equations modeling technique are used. Before theories test (testing theories), study s external model, internal model and the whole model are measured with appropriate indicators. Finally, study s finding results indicate that enjoy helping other, knowledge self-effectiveness and interactions is meaningful on inter face tendency. Also the effect of social factors (reciprocity) were positive and meaningful on knowledge distribution but the effect of enjoy of helping others and knowledge self-effectiveness as individual factors show meaningful effect on knowledge distribution. Also the effect of person s interface tendency confirmed on knowledge distribution and in the end it was determined that knowledge distribution have positive and meaningful effect on job performance. With this act, information transmission and knowledge updating are happened among staffs in organization

کلمات کلیدی:

Individual factors, Social factors, Job performance, Knowledge distribution, Kwank and Park model

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