

عنوان مقاله:

The effect of leadership style on knowledge management processes Case study: Godakhtar Industries development and renovation group

محل انتشار:

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خلاصه مقاله:

Considering the fact that, in the present era, knowledge is recognized as the most important factor to increase the competitive advantage and the generator of sustainable professional career in the companies, focusing on knowledge and intellectual capitals by the management is inevitable. Traditional organizations, which are mostly owner based, that are managed by the charismatic management and the leadership of its founder are facing a leadership crisis. The process of adopting the leadership style and development in these organizations to continue the survival of the company and to keep and ameliorate its spiritual, social, and human capitals alongside its credit and organizational reputation is of utmost importance. The role of leadership style in knowledge management processes has increased the necessity of evaluating the connection between these two matters; hence, the main purpose of this study is suggesting the model for leadership style effect on knowledge management processes. To meet this purpose, library and field study methods were used to gather data, and then 2 main components of transformational and transactional leadership variable, and the processes of knowledge creation, sharing, and application for the variable of knowledge management were chosen; the connection between these was evaluated through structural equation modeling method. At last, and to achieve the model in mind, Godakhtar Industries Development and Renovation Group was chosen for the case study, and a questionnaire to meet the purpose was devised and distributed among 30 chosen managers in person. The results suggest that leadership style has a positive and meaningful effect on knowledge management processes.

کلمات کلیدی:

Transformational leadership, Transactional leadership, knowledge creation, knowledge sharing, knowledge application

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