

## عنوان مقاله:

The Mediating Role of Organizational Learning and Knowledge Sharing in the Relationship between Culture and Organizational Innovation

## محل انتشار:

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## خلاصه مقاله:

Any organization needs to innovate in order to survive in today's turbulent and changing world. Understanding the changes in the surrounding environment, looking for innovative and innovative responses, cannot be achieved unless it is institutionalized in the sponsoring culture of the organization. And the organization becomes a learning organization using the flow of knowledge. The present study aims to investigate the relationship between organizational culture, knowledge sharing, organizational learning and innovation. The research population consists of all knowledge workers in the Education Organization of Fars province, from which 190 people were selected as samples using the non-random targeted sampling method. The research data was collected by distributing questionnaires among samples. After collecting data, the distribution of the data related to the variables was examined using the Kolmogorov-Smirnov test; then, the Pearson's correlation coefficient and structural equation modeling were used to test the research hypotheses. The results of this study show that there is a significant relationship between variables of organizational culture, knowledge sharing, organizational learning and organizational innovation. Also, the results of examining the components of organizational culture demonstrated that adhocracy and clan cultures have positive effects on other variables while hierarchy and market cultures negatively affect the dependent variables. As well as the role of mediator between organizational culture and organizational learning, knowledge sharing and organizational innovation proven. On the other hand, it was found that knowledge sharing can also play the role of mediator between organizational culture and innovation.

## کلمات کلیدی:

Organizational Culture, innovation, Knowledge Sharing, Organizational Learning

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