Investigating the Impact of Organizational Learning Capability on Organizational Intelligence in Knowledge Based Organizations

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Abstract- The aim of this research is to explain the scientific foundations and offer practical solutions for University of Tabriz intelligence based on organizational learning capability. The research is applied in terms of purpose and descriptive in terms of data collection and analysis. The data was collected by using a standard questionnaire. The statistical population consists of scientific members of University of Tabriz in four knowledge groups; where 235 individuals were selected as statistical sample by using Cochran formula in confidence level of 95% and finally 210 questionnaires were selected for final analysis by simple random and cluster sampling method. The results of structural equations modeling showed that organizational learning capability by recognition coefficient of 32% is the predictor of organizational intelligence. Also, the results of Pearson correlation showed that there is a positive and significant relationship among learning capability variable dimensions with organizational intelligence, the construct of “open space and experimentalism” with correlation coefficient of 0.49 has the highest effect on improvement of organizational intelligence.

Keywords: Organizational learning capability, organizational intelligence, knowledge based organization.

I. INTRODUCTION

In this era of knowledge; organizations have begun to join the knowledge trend and the words including arm force work, worker, industrial economic and traditional organizations are being replaced with new concepts including “knowledge work”, “knowledge”, “knowledge economy” and “knowledge organizations”. Drucker stated on the new organization by application of these words where the power of mind governs on affairs instead of arm force. According to this theory, in the future those organizations will be expected to develop that have more share of knowledge not more share of natural resources [9]. In knowledge economy, the intellectual property particularly human capital is considered as the most important organizational asset and the organizations potential success is rooted in their intellectual capabilities Knowledge always depends on humans as knowledge producer, so for establishing knowledge based organizations and use of knowledge, it is necessary to pay more attention to production and usage of resources, humans and their mental capabilities. Drucker believes that a man equipped with knowledge is considered as a determinant key of organizational efficiency [2].

In knowledge based organizations, knowledge is an important capital of the organization and their success depends on ability to create, react, employ and transfer knowledge [18]. Hence, knowledge based organizations shall manage their knowledge resources and intellectual capabilities in an efficient way in order to use opportunities in the current dynamic environment. Studies have shown that most researchers have investigated the effect of organizational intelligence on other organizational variables and they have less considered the effective factors on shaping an intelligent organization particularly knowledge based intelligent organizations [1,7]. The shortcomings of the former resources and importance of this subject in the knowledge based organization necessitated to bridge the gap in theoretical foundations.

Universities as knowledge based organizations play an important role in expansion of knowledge with rapid and intricate shifts in technology and science and encounter with government policies and ever increasing competitive environment. Therefore, the aim of this research is explain the theoretical foundation and offer applied solution for establishing University of Tabriz as an intelligent organization.