Examining the Impact of Organizational Culture on Knowledge Creation Formidable Instruments Based on Commitment Insights to Knowledge Creation (Case Study: Knowledge Based Organizations)

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Abstract
This research seeks to answer this question whether organizational culture impacts on enablers of knowledge creation or not. Research population includes employee and managers of a number of knowledge-oriented organizations that using Cochran’s formula at 0.05 error level, 124 out of them were selected. For measuring organizational culture Wallach(1983) model with dimensions of supportive, innovative and bureaucratic culture and for enablers of knowledge creation, it’s used from Nonaka & Takeuchi (1995) with dimensions of intention, autonomy and fluctuation, all based on commitment to knowledge creation. Cronbach’s alpha has been used for measuring questionnaire reliability that for organizational culture and enablers of knowledge creation its value is equal to 0.74 and 0.83 respectively. For data analysis it’s used from structural equation modeling and AMOS software. Research results indicate positive effects of organizational culture on enablers of knowledge creation. Also, supportive culture has highest and bureaucratic culture has lowest effect on enablers of knowledge creation.

Keywords: culture, knowledge creation and enablers.

Introduction
In the knowledge economy, how to create and share knowledge for the organization is a key source of competitive advantage and superior profitability in an industry. Nodaway, knowledge is a tool and great asset than each time to the point that organizations are not imaginable without knowledge. The world's top economies are based on knowledge. In fact, the knowledge is an essential and crucial element for the efficiency and effectiveness of not only individuals but also organizations at all levels of activity. Knowledge creation is a leading to innovation and competitiveness of a stimulus for power. So the issue of providing enabler condition to create knowledge for organizations have become a serious matter and of courses a challenge in the current century. Way of doing things is strongly affected by related dominant culture organizations. Knowledge creation of and innovation are two concepts that are strongly related to each other. If innovation stimulate the efficiency and competitiveness, to achieve a creation of knowledge will seem simple. (Kinghorn, 2006).

In fact knowledge creation of is a process that generates new knowledge and innovation. Steps of effective management of knowledge can be defined and described as an identified knowledge, creating new knowledge, creation of competence and effective management of organizational innovation. To success in all these cases, must be present a specify way and efficiency among the organizational processes and systems.