



Designing Cognition Model of Knowledge Effect on Employees' Creativity (Case Study: Police Engineering Administration)

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ABSTRACT

Today, knowledge sharing has determinant role in promotion of various industries and organizations as an element of knowledge management. According to daily incremental importance of knowledge as the most critical resource for competitive advantage, organizations try to find effective ways of knowledge sharing among employees. Knowledge sharing is considered as an important and principal part of knowledge management, and creative employees are promoter and dynamic force of organizational activities. This research tries to design a model to make relationship between knowledge sharing and employees' creativity. Therefore, related factors were identified to perceive knowledge sharing and also employees' creativity, and some data was obtained using questionnaire. In order to study the relationship among variables and their effects on each other, structural equation model (SEM) was used by Lisrel software. Results of this research show the positive and direct effect of knowledge sharing on employees' creativity.

Keyword:

Knowledge management, knowledge sharing, creativity, structural equation (SEM)

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