

The mediating role of knowledge sharing in the relationship between dreaming and dreaming (Case study: experts of sports and youth departments of Lorestan province)

M. Hoseini¹

J. Karimi²

Sh. Zartoshtian³

The purpose of this study is to investigate the relationship between visions and perceptions with respect to the mediating role of knowledge sharing. The statistical population of this research includes all experts of sports and youth departments of Lorestan province. Due to the impossibility of access to all members, through stratified random sampling, 200 people were selected as the sample. In order to collect information, the standard questionnaires of Cartoon Shared Leadership (2010), Haslett Knowledge Sharing (2003) and the effectiveness of the teamwork of Nasrasfahani et al. (2013) were used. To analyze the data, the structural equation model was used by LISREL software. The results showed that according to the values of descriptive indicators of the correlation matrix between the research variables, the relationship between the variables was significant that the highest correlation was found between the variables of vision and vision. Also, based on the presented model, it can be said that shared leadership with a coefficient of 0.49 has an effect on knowledge sharing and with a

¹. PhD Student, Department of Sports Management, Shahid Chamran University, Ahvaz, Ahvaz, Iran. (Corresponding Author)
hossenimaryam11@yahoo.com

². PhD Student, Department of Sports Management, Razi University of Kermanshah, Kermanshah, Iran.

³. Assistant Professor, Department of Sports Management, Razi University of Kermanshah, Kermanshah, Iran.



coefficient of 0.68 has an effect on Arrow. Knowledge sharing also has an effect on Arrow with a beta of 0.51. In this regard, in order to make the working group effective, we should try to disseminate knowledge and information among all members of the working group.

Keywords: Knowledge Sharing, Vision, Arrow, Sports and Youth Departments

Introduction

Leadership has long been the focus of management thinkers and researchers, and they have always researched leadership and its various angles, including the factors that make up an effective and successful leader. The main reason for researchers' attention to the issue of leadership is that leadership plays a vital role in the dynamism and growth of the organization and the success of many organizations has been due to the existence of strong and effective leaders. On the other hand, it may be argued that the essence of management is leadership, and the use of human resources in the definition of management is actually achieved through the type of interaction between leader and follower and boss and employee (Atafar et al., 2013).

In this study, we seek the relationship between the eyes and the eyes with respect to the mediating role of knowledge sharing and try to assess the role of these factors among experts in sports and youth departments of Lorestan province.

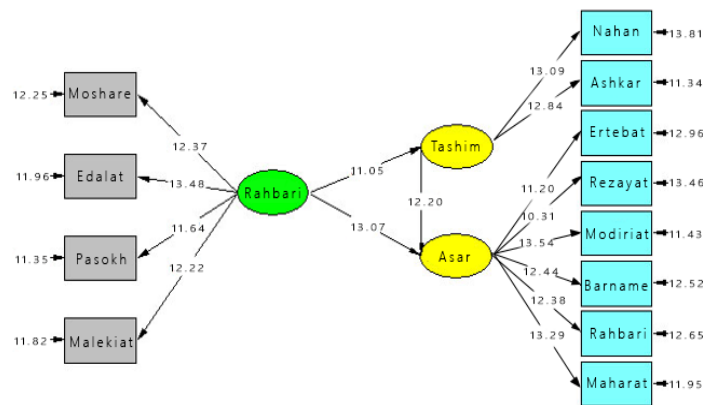
Research Method

The present research is descriptive and survey in terms of applied purpose. The statistical population of this study consists of all experts of sports and youth departments of Lorestan province in 1394, whose number is about 400 people. Due to the impossibility of access to all members, through stratified-random sampling appropriate to the volume, 200 of them were selected as a sample based on Morgan table. To collect information, Katern (2010) standard questionnaire of shared leadership with 18 questions, Haslett (2003) standard questionnaire with 9



questions and Nasrasfahani et al. (2013) teamwork effectiveness questionnaire with 24 questions were used. Cronbach's alpha was used to determine the reliability of the questionnaire, the value of which was 0.78 for shared leadership, 0.76 for knowledge sharing and 0.73 for group work effectiveness. To assess the validity of the questionnaire, the content validity method was used using the opinions of professors and experts and the structural validity of structural equations was used. In this study, Kolmogorov-Smirnov test was used to analyze the data to detect the normal distribution of data and structural equation modeling using SPSS and LISREL software.

Data analysis



Chi-Square=147.40, df=59, P-value=0.00060, RMSEA=0.088

Shows significant numbers for hypothetical relationships, considering the T-value of participatory leadership has a significant relationship with the effectiveness of teamwork (T = 07/07) and knowledge sharing (T = 11/05). The model also shows a significant relationship between knowledge sharing and teamwork effectiveness (T = 20/20). According to Figure 2, the significance of the relationship between the mediator and



the dependent variable was realized, hence the effect of the mediator variable, which confirmed the third step. Also, due to the significant effect of participatory leadership on the effectiveness of teamwork, the mediating effect of knowledge sharing is limited and relative.

Conclusion

In short, to create a culture of knowledge sharing and employee participation that makes teamwork effective, it is recommended that you hire people who share their knowledge. These can create a collaborative atmosphere in the organization and make teamwork more effective in the organization. Based on the research results, the following suggestions are presented to the managers of sports and youth departments of Lorestan province:

- Holding training workshops to promote a culture of knowledge sharing
- Assigning power and responsibility commensurate with the abilities of individuals
- Allocate rewards as a group to encourage employees to participate in teamwork
- Creating a database and personal knowledge of employees
- Creating different working groups according to the needs of the organization

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