The Relationship Between Knowledge Management And Ethical Behavior Of Staff At The General Directorate Of Roads And Urban Development In Iranshahr City

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Abstract. This study aimed to investigate the relationship between knowledge management and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr. The study population consisted of 350 employees of the organization, and sampling was conducted. In order to collect data two questionnaires, knowledge management and ethical behavior of employees is used. To determine the validity of the scientific validity has been cited in previous research and reliability of knowledge management and ethical behavior by using Cronbach's Alpha 0.904 and 0.892 is calculated. The findings of the research on the theory research shows that there is relationship between knowledge management and ethical behavior of employees and at the end of the study limitations and suggestions for further research in this area has been proposed.

Keywords: Knowledge management, knowledge creation, knowledge, dissemination of knowledge, application of knowledge, ethical behavior

INTRODUCTION

Today, knowledge has become a precious commodity that sustainable competitive advantage is dependent and hence the need to manage it felt. For this reason we see the organizations on our own knowledge management and organizations that do not consider this issue seriously, of course, be removed from the commercial market but it's difficult to accept the changes required by the staff and also partly due to the intangible nature of knowledge is due to the implementation of management processes (Kadkhodazadeh and Aghazadeh 14: 2007). Our today's successful organizations are organizations that create or acquire new knowledge and practical ways to improve their activities have become. They are new and creative ways to improve the structure and performance have been used and thus can be for us an example and model. But the key to the success of such organizations and to support the implementation of this concept is to consider ethical issues. New technologies, business practices and human lives will change quickly and in line with this change, the ethical issues are increasingly considered (Rezaian Fardoee and Ghazi Nouri 66: 2010).

Therefore, organizations of all sizes are looking to educate people that the international community away from prejudice and narrow-looking live, believe in morality and noble values and to respect the rights and freedoms of others (Sarmadi, Shalbaf, 100: 2007). Thus, according to the study sought to answer the above question is basic research that whether there is relationship between knowledge management and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr?
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**Theoretical framework**

In this study, a general model of knowledge was presented by Newman in 1998. Newman, one of the models in the general pattern of knowledge management, knowledge management is simple, complete and includes the following four aspects:

1. Create knowledge
2. Preservation of knowledge
3. The transfer and sharing knowledge
4. The application of knowledge (Abtahi and Salvati 2006).

It also includes the following components thankfully ethical behavior, integrity, leadership, objectivity, accountability, knowledge and honesty (Lavton, 2005). These Noln principles are known to the principles Noln by the Committee in 1995 recommended to steer public life.

**The hypothesis of the study:**

**The main hypothesis:**

There is relationship between knowledge management and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr.

**Sub-hypothesis:**

There is relationship between knowledge and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr.

There is relationship between preservation of knowledge and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr.

There is relationship between conversion of knowledge and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr.

There is relationship between application of knowledge and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr.

**Research methodology:**

The study based on objective is applied and according to the nature and method of research is descriptive. In this research is used to gather information the field method used.

Field method that is used by researchers to gather information to go outside and referred to people and the environment, information is collected (Hafez Nia, 211: 2010).

The study population consisted of all the employees of the General Directorate of Roads and Urban Development in Iranshahr for 350 people.

The data obtained from the general population and sampling in the census was conducted. In this way, all the people population examined (Hafez Nia, 143: 2010).

**Data collection tool**

Data were collected through questionnaires in the study has been done. Questionnaires to measure knowledge management, including 19 questions and a questionnaire containing 28 questions is number two for ethical behavior and how the scoring is based on a set of five Likert option.

**Reliability and Validity of Data collection tool**

For knowledge management variable Sattaroloyoob questionnaire (2010) used the validity of the questionnaire was calculated at a rate of 0.98 and to variable ethical behavior questionnaire Reesi dissertation (2011) is the validity of the inventory is calculated at the rate of 0.936. Knowledge management and ethical behavior to the reliability of the questionnaire was used again, so that the questionnaires distributed among ten of the population and upon completion was received. After ten days, questionnaires were distributed and collected between the first and second questionnaire reliability knowledge management 0.892 and ethical behavior of employees 0.904 was approved.
Data analysis (evaluation of research hypotheses)

Check the normality of the study variables

At first, before the study hypothesis to test normality of the study variables Kolmogorov - Smirnov one sample studied.

H0 distribution variable is normal.

H1 distribution variable is not normal.

The results of by Kolmogorov - Smirnov test an example, assume the normality of the two variables studied will be accepted. The assumption of normality of variables was accepted to study hypotheses, Pearson and Spearman correlation test used.

<table>
<thead>
<tr>
<th>Variable</th>
<th>Number</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>Z score</th>
<th>Significant (p-value)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge management</td>
<td>350</td>
<td>11/3</td>
<td>56/0</td>
<td>914/0</td>
<td>373/0</td>
</tr>
<tr>
<td>Ethical behavior</td>
<td>350</td>
<td>10/3</td>
<td>39/0</td>
<td>989/0</td>
<td>281/0</td>
</tr>
</tbody>
</table>

The main hypothesis

There is relationship between knowledge management and ethical behavior in the General Directorate of Roads and Urban Development in Iranshahr. According to the data analysis and the Spearman correlation coefficient between the two variables is 0.193 and Pearson coefficient 0.237. There is a positive correlation coefficient between the two variables of knowledge management and ethical behavior. Given that - p value 0.001 is less than 0.05, so test the null hypothesis at 0.05 is rejected.

The first sub-hypothesis:

There is relationship between knowledge and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr.

Based on the results of the Pearson correlation coefficient 0.158 and Spearman 0.145 indicates that there is a significant relationship between knowledge and ethical behavior in the General Directorate of Roads and Urban Development in Iranshahr.

The -p value based on the Pearson correlation test 0.003 and is based on the Spearman correlation test 0.004 (p <0.05), the null hypothesis at 0.05 is rejected. And the relationship between these two variables is direct.

The second sub-hypothesis:

There is relationship between the preservation of knowledge and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr.

Based on the results of the Pearson correlation coefficient 0.177 and Spearman 0.146 indicates that there is a significant relationships the maintenance of knowledge and ethical behavior in the General Directorate of Roads and Urban Development in Iranshahr.

It also -p value based on the Pearson correlation test 0.001 Spearman correlation statistic is based on the 0.006 (p <0.05) the null hypothesis is rejected. And the relationship between these two variables is direct.

The third sub-hypothesis:

There is relationship between conversion of knowledge and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr.

Based on the results of the test, Pearson correlation coefficient 0.164 and Spearman correlation coefficient is equal to 0.209 which indicates that there is a significant relationship the dissemination of knowledge and ethical behavior in the General Directorate of Roads and Urban Development in Iranshahr. The -p value based on the Pearson correlation test 0.001 and is based on the Spearman correlation test 0.001 (p <0.05) the null hypothesis is rejected. And the relationship between these two variables is direct.
The fourth sub-hypothesis:

There is a relationship between application of knowledge and ethical behavior of staff at the General Directorate of Roads and Urban Development in Iranshahr. Based on the results of the test, Pearson correlation coefficient 0.257 and Spearman correlation coefficient is equal to 0.306, which indicates that there is a significant relationship the application of knowledge and ethical behavior in the General Directorate of Roads and Urban Development in Iranshahr. The -p value based on the Pearson correlation test 0.001 and is based on the Spearman correlation test 0.001 (p <0.05) the null hypothesis is rejected. And the relationship between these two variables is direct.

Table 2. Pearson and Spearman correlation coefficients between predictor variables and the criterion variable.

<table>
<thead>
<tr>
<th>Predictor variables</th>
<th>Changing criterion</th>
<th>Pearson Significant (p Quantity)</th>
<th>The correlation coefficient Spearman</th>
<th>Significant (p Quantity)</th>
<th>Number</th>
<th>Relationship</th>
<th>Type of relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge management</td>
<td>Ethical behavior</td>
<td>237/0</td>
<td>001/0</td>
<td>193/0</td>
<td>001/0</td>
<td>Yes</td>
<td>Direct</td>
</tr>
<tr>
<td>Knowledge creation</td>
<td>Ethical behavior</td>
<td>158/0</td>
<td>003/0</td>
<td>145/0</td>
<td>004/0</td>
<td>Yes</td>
<td>Direct</td>
</tr>
<tr>
<td>Maintenance knowledge</td>
<td>Ethical behavior</td>
<td>177/0</td>
<td>001/0</td>
<td>146/0</td>
<td>006/0</td>
<td>Yes</td>
<td>Direct</td>
</tr>
<tr>
<td>Conversion of knowledge</td>
<td>Ethical behavior</td>
<td>209/0</td>
<td>001/0</td>
<td>164/0</td>
<td>001/0</td>
<td>Yes</td>
<td>Direct</td>
</tr>
<tr>
<td>Application of knowledge</td>
<td>Ethical behavior</td>
<td>306/0</td>
<td>001/0</td>
<td>257/0</td>
<td>001/0</td>
<td>Yes</td>
<td>Direct</td>
</tr>
</tbody>
</table>

DISCUSSION

Due to the changes of our time and with the advent of the knowledge-based economy, human resources compared to other resources are very important. In fact, the most crucial element of strategic human capital and the most basic way to increase the effectiveness and efficiency of the organization and development of society will follow. Human resources committed to the goals and values of the organization, not the only factor for the superiority of one organization to another organization, it is considered a sustainable competitive advantage for many organizations. Skaf and Zhaf in 1999 suggest that the main source of competitive advantage for organizations, sacrifice, commitment and the ability to labor quality. In fact, today's successful organizations whose employees are competent and committed; and increase staff to customer emphasize productivity, and thus constantly improve their systems and business processes. Human resources loyal and consistent with the goals and values of the organization that are currently beyond the tasks specified in the job description of the work, is an important factor in the effectiveness of the organization.

There is such a force in the organization not only increase the performance and lower the rate of absenteeism, and turnover is delayed, it makes sense and good reputation in the community and provides the basis for growth and development. Productivity and efficiency are the most valuable in the eyes of managers and their organizations are seeking to maintain their performance and new achievements of science management, achieving high performance in organizations is due to human resource development (Tarafi, 4: 2012). Staff professional ethics promote the role of the organization in the field of business. Factors affecting ethics in society or organization in the development and growth of good morals, as well as studies and experience have shown that the members of the organization, most accept the values of the organization and more efforts are required to belong to the organization on the path to realize its goals, the probability of success will be greater. Knowledge management in the organization, with the establishment of good corporate culture, employee has greater synergy and spirit of epistemology and criticism of empowerment. If only because of the sharing of information, discussion and collaboration occurs. With proper management and efficient
knowledge and reducing redundant information resulting in increased staff awareness of accountability and honesty will affect them.

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