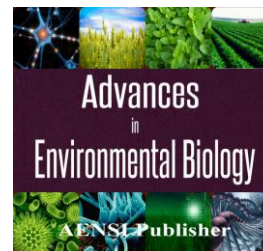




AENSI Journals

## Advances in Environmental Biology

ISSN-1995-0756 EISSN-1998-1066

Journal home page: <http://www.aensiweb.com/AEB/>

## Evaluate the Impact of Competencies of Information Technology on Knowledge Management

<sup>1</sup>Elham Asghari and <sup>2</sup>Ahmad Vedai

<sup>1</sup>Department of Public Administration, Central Tehran Branch, Islamic Azad University, Tehran, Iran

<sup>2</sup>Department of Public Administration, Central Tehran Branch, Islamic Azad University, Tehran, Iran

### ARTICLE INFO

#### Article history:

Received 11 June 2014

Received in revised form 21 September 2014

Accepted 25 November 2014

Available online 29 December 2014

#### Keywords:

Information Technology, knowledge management.

### ABSTRACT

This study examined the impact of competencies of information technology on knowledge management. The study states that 240 managers and experts are. Using simple random sampling study, 148 subjects were selected. The study was a descriptive - and the goal is to be applied. Measurement instrument was a questionnaire to analyze the data; descriptive statistics were used structural equation. The findings revealed that the competencies of the IT aspects have a significant positive impact on knowledge management. Also test hypotheses suggest that, in order of merit significant impact on IT storage, distribution, acquisition, creation, maintenance and use of knowledge.

© 2014 AENSI Publisher All rights reserved.

**To Cite This Article:** Elham Asghari and Ahmad Vedai., Evaluate the Impact of Competencies of Information Technology on Knowledge Management. *Adv. Environ. Biol.*, 8(21), 766-775, 2014

## INTRODUCTION

Age of wisdom or knowledge is to present a new shed. ICT development of human society in general and in particular, the commercial - industrial placed in a situation we must continue to seek new tools and strategies appropriate to their circumstances. When organizations are looking for and find information and knowledge, but now, with massive amounts of data from diverse faces that in many cases, classification, summarization and correct operation of which requires measures brain equipment, hardware and software related. Perhaps that is why a special place in the knowledge management literature has managed to open his and experts to develop the techniques and strategies related to their own country. Today, organizations can not operate without access to the knowledge of a topic in the field to achieve a desirable level of production and service standards. Organisations need to develop knowledge and integrity to be useful and desirable. Acquisition, organization and delivery of organizational knowledge should be directly related to the production and evaluation. Employees in an organization play a key role in the production of knowledge. But the life of an organization depends on the participation of all employees and the efficient use of technology for the possession of this valuable resource. Today, almost all the states knowledge management requires a knowledge-based work therefore; all employees must become knowledge-based workers. (Work done by employees rather than arm strength is dependent on knowledge based) this means that the creation, sharing and use of knowledge are one of the major activities of any person in any organization. Therefore, knowledge management is a process by which organizations, producing a wealth of knowledge and intellectual capital to pay. And the inevitability of companies and organizations that want to stay in the competition and won. Knowledge Management in 1990 as management has become a kind of fashion and style and the process of systematic and coherent wide harmonization of the organization's activities, creation, storage, sharing and use of knowledge by individuals and groups to achieve organizational goals of the team.

IT competence as a way to control the effective use of information technology can be considered. While the term generally used to refer to programs that essentially, computers and telecommunications to be used, the term competence and wider use of these technologies to meet the information needs of the organization refers. IT can play a vital role in creating a knowledge management process. There are many technologies that help organizations to use their intellectual capital. Knowledge management systems are developed to support three types of technology. Communication, collaboration and knowledge management are used to store and retrieve the three technologies. As well as more targeted IT tools that already exist, empirical knowledge is distributed

**Corresponding Author:** Ahmad Vedai, Department of Public Administration, Central Tehran Branch, Islamic Azad University, Tehran, Iran.  
E-mail: Ahvedadi@gmail.com

but little help provide for the application of knowledge. The present study examines the impact of information technology competencies focused on knowledge management.

#### *Theoretical Study:*

##### *Information Technology:*

Sony et al study on of IT and the use of computers in the collection, processing, storage and dissemination of audio, video, text and numeric. The definition, how to use communication technology related equipment information technology and the application of technology for business process data and produce valuable information for managers. There are different perceptions of IT. In view of the limited information on the implications of information technology systems, including hardware, software, databases, networks and other equipment used in the system. Thus, from the perspective of information technology component is of the information system. It Followed by a look at the broader IT information systems, and management of the organization. However, technology has had a significant impact on the development of human societies and even human life is the most important factor, but there is no precise definition of the unit. Some technology with a view to the machines and equipment are considered and to some extent he does give more to it. Sharing scientific and technical knowledge to use information technology plays an important role in scientific and technological research. Today, the use of IT capabilities is one of the main activities of R & D centers. Economic and social norm change: As the people, information and communication technologies employ commercial, social and cultural norms and values change. For example, the speed of electronic communications and analysis will contribute to increase the speed of decision making.

##### *IT and its role in the organization:*

Of ICT is used to obtain environmental opportunities. ICT for environmental information processing opportunities achieve organizational goals. To adjust the structure of information and communication technologies with environmental opportunities and increase the organic features are used. Of ICT to empower employees at all organizational levels and increase communication used. Of ICT to enhance the control area and efforts establish coordination mechanisms used by other organizations.

##### *IT competence:*

IT competence as a company how to use the technology for effective management of knowledge can be considered. While the term generally used to refer to programs that essentially, computers and telecommunications to be used, the term has been extended to the use of these technologies to meet the needs of enterprise information refers. The study also distinguishes between the three dimensions of this concept of knowledge, information technology, operations, technology, and infrastructure. The size marker that indicates the capacity of the organization identifies the resources and tools necessary control the use of information on markets and customers. Moreover, although these are independent, but all three aspects should be prepared participate in the merits of the technology.

##### *Knowledge Management:*

Knowledge Management is the systematic process of creating, maintaining and feeding organization of individual and collective knowledge to make the goals of the organization. The purpose of the notification of the students is individually and collectively. Management does not mean domination and guidance. This type of knowledge management does not work because no one can control the minds of others - such knowledge in mind. Instead, managers must first examples of leadership, management and personal behavior offer. Then you must try to create a culture and infrastructure that employees use to encourage knowledge sharing and Knowledge Management, and nutrition represent systematic process of discovery, selection, organization, summarization and presentation of information, as the recognition of their favorite improves. Knowledge management helps organizations gain insight and knowledge from their experiences and their activities on the acquisition, storage and use of localized knowledge to be able to solve problems, dynamic training, strategic planning and decision-making, take advantage of this knowledge. Knowledge Management not only the deterioration of intellectual property and prevent cerebral, but continually adds to the wealth. (Definition of Knowledge Management Texas), Chung and colleagues in their empirical research seeks to provide the skills and knowledge management application process and expertise in the organization knows that the information be supported by IT. Perez: Knowledge Management is the collection of knowledge, ability and experience Qlaty individuals and organizations for their recovery capacity as a corporate asset. Definition of the concept of Knowledge Management is not clear, because this issue with several different scientific disciplines and practices have been studied. For example, Davenport *et al.* Knowledge Management as a process of gathering, distribution and use of scientific resources and knowledge have been identified. Exchange and Grayson sees Knowledge Management as a strategic the need to ensure that this knowledge to real people at the right time arrives the company expanded and the people involved in it and use this information to improve organizational

performance. For Bahat Knowledge Management is the process of knowledge creation, evaluation, presentation, distribution and use. Benfor, knowledge management as a set of methods, tools and technical and managerial infrastructure defines for creating, sharing and leveraging knowledge within and around the organization. It refers the process of knowledge transfer organizational knowledge sharing among units and their members and to promote a new understanding.

#### *IT competence and knowledge management:*

Strategic applications of information systems for knowledge can take two forms:

Ability to attract students from abroad (such as competitive intelligence systems provide information about other companies in the same industry to gain), and the ability to create new knowledge and formulate re-interpretation of the available information (such as executive information systems or decision support systems). Similarly, information technology (IT) facilitates knowledge transfer process. Technology help people face meetings coordinate logistics. The technology can be used to list the expertise and skills of its members and an outcome that facilitates access to real people and also increases the dissemination of knowledge, to be used.. Some systems (eg, groupware or Mshtgrvhy systems) offer a virtual space where participants can post information and Knowledge and promptly process and give them more opportunities for interaction [25].

Exchange spaces ideal place to develop innovative and creative behavior of the problems and conditions. One of the most important features of these spaces, exchange and virtual communities is that they are based on the integration of knowledge, so that they appear in the normal course of transition and enable collaboration and thus benefit the creativity and innovation [23]. Finally, IT supports the development process and store knowledge. IT standardizing and automating certain tasks to facilitate the transfer of tacit knowledge into explicit knowledge supports [24]. Information technology has two major capabilities for knowledge management to provide first, by imparting knowledge can create an expert system or decision support, secondly, IT helps people with special Tkhss each other during activities and provides quick links.

#### *Background research:*

Abdi's thesis, entitled "The Role of Information and Communication Technology (ICT), in relation to Knowledge Management officer at the University of Imam Ali (AS) ", in this study the issue of investigating the role of information and communication technologies in the Military University of Imam Ali (AS) in connection with the creation and knowledge transfer component as well as strategies for promoting the role of IT and communications officer for the University of Imam Ali (AS) in relation to the creation and transfer of knowledge has two components, findings show the use of appropriate technology in the university can contribute significantly to the maintenance of clear also, analysis of the results shows the relationship between ICT and the creation and knowledge transfer.

Research Fattah Sharif Zadeh *et al* "The success of IT and knowledge management initiatives" that have taken place in the Bank. The purpose of this study was to answer the question of whether the use of information technology is the development of effective knowledge management. The results indicate the effectiveness of the use of information technology is the development of knowledge management activities the results shows a correlation between the model and the perfect fit. This Yazdan Sobhani *et al* as "the relationship between information technology and knowledge management in sports federations," which took place in 12 sports federations. The purpose of this study was to investigate the relationship between information technology and knowledge management in the sports federation. The results show that the component of information technology and knowledge management in the sports federations of the significant positive relationship exists. Multiple Regression analysis suggests that IT elements significant predictors for KM. It seems equipped sports federations in the world of technology and makes it possible for employees to know and work with these technologies, organizations can facilitate different parts of the cycle of knowledge.

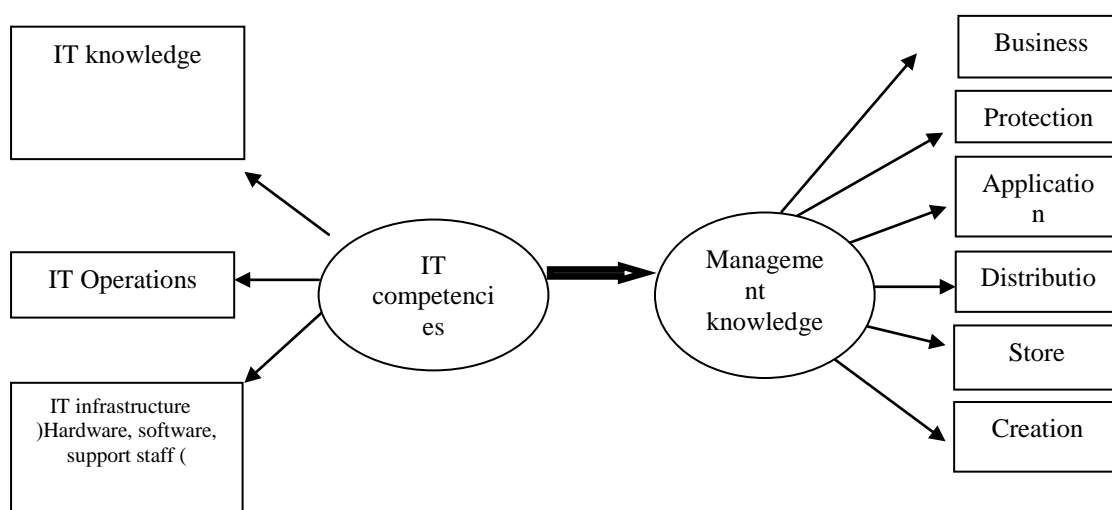
Mohammad Hossein Reza Zadeh Mehrizi thesis, entitled "The Role of ICT in knowledge management" that has taken place in the organization. This thesis focuses on the role of ICT in Knowledge Management. Research findings suggest that the analysis stemming Information Normally the effectiveness of Knowledge Management systems, regardless of the maturity level of knowledge is not possible. Case studies carried out in this thesis has shown the effectiveness and efficiency of information systems in Knowledge Management, the intensity of the other aspects Knowledge Management, the people and processes of the organization, takes effect.

Research Susan Perez Lopez *et al* in a study entitled "Information Technology (IT) as enablers Knowledge Management: an empirical analysis" conducted in 162 Spanish companies. This work through analytical study of 162 Spanish companies are characterized by the ability of information technology ((IT has a direct impact on knowledge management processes, the production of knowledge, knowledge transfer, knowledge compilation and storage. However, the ability (IT) facilitates the development of an indirect effect on knowledge management organizational structure that favors the development and spread of knowledge. Full research Mohammed Hovajereh and Ahmed Abdolaziz Shrabaty, entitled "The Impact of Information Technology on knowledge management practices" in the Jordanian industrial companies has been carried out. The purpose of

this study was to investigate the impact of information technology on knowledge management practices the results showed that a significant relationship exists between information technology and knowledge management practices.

Research Setam Alhoeeh and *et al*, entitled "The Impact of Information Technology on knowledge management processes" in the Arab Potash Company's done. The study was designed to collect data, a questionnaire was used and the sample consisted of 336 subjects. The results indicate that the employees to get information and increase the speed of the work devoted to the use of information technology (modern machines and networks) are including 48.7 percent of the organization's knowledge management. Tangchay study that "the use of information technology for knowledge management in medium-sized business" is done. The results show that most of these businesses Internet access for employees to acquire new knowledge, Institute website, e-mail and training is provided. The results suggest that in this business because of the ease of access to information technology, save time, accuracy of information and access to useful knowledge for knowledge management is used.

#### Research Model:



**Fig. 1:** (From the article IT AS KM ENABALE Susan Perez Lopez *et al* Department of Business Administration, University of Avvydvaspanya)

#### Hypotheses:

- Hypothesis 1 IT competence has a significant effect on knowledge management in the organization.
- 1.1 IT competency has a significant effect on the acquisition of knowledge.
- 1.2 IT competence has a significant effect on knowledge creation in organizations.
- 1.3 IT competency has a significant effect on the supply of knowledge.
- 1.4 IT competency has a significant effect on the distribution of knowledge.
- 1-5- merit has a significant impact on the use of information technology in organizations.
- 1-6- IT competency has a significant effect on the preservation of knowledge.

#### Research Methodology:

The purpose of this research is to study the application of the method of data collection and analysis; the method used is descriptive analysis of the survey. The study sample consisted of experts and managers is that in 2013 the organization serving. Total population is of 240 people.

The population of Morgan on the fact that the target population is 240 a total of 148 subjects was selected using stratified random sampling. According to the statistical population constitute 28% of managers and 41 managers and 107 experts were selected. To collect the theoretical framework of the research design library and search the internet to collect data to confirm or refute the hypothesis of a field method is used. A questionnaire was also used to describe the views of respondents. IT competence in relation to a standard questionnaire Typnz and Suha is used.

In relation to Knowledge Management questionnaire Patrick Fong and Sonia Choi is used. The questionnaire used in this study are standard, therefore it is not necessary to assess the validity and reliability. To analyze and test the research hypotheses, test, Kolmogorov-Smirnov test (to check the normality of the data distribution in the target population). Structural equation modeling with LISREL software techniques,

correlation between variables was tested. Pearson's correlation coefficient was used to test the research hypotheses. To examine the causal relationship between independent and dependent variables and path analysis were used to confirm the model.

#### Demographic characteristics:

Accordingly about 41% of the respondents were men and women are about 59%. About 72% and about 28% of the respondents adamantly expert has been director. Approximately 7% of respondent's diploma, 9% of respondents had adamantly degree diploma, bachelor, about 53%, approximately 28% of master's and doctoral degree has been about 3% also. Some 39% of respondents who have served less than 10 years, 30% were 11 to 15 years of work experience, 16% had between 16 and 20 years old, about 5% and 11% of 21 to 25 years, having served more than 25 years, respectively.

#### Inferential Statistics:

##### Data normalization:

The Kolmogorov-Smirnov test for normality of data distribution - Smirnov was used.

**Table 1:** Test Kolmogorov - Smirnov research variables.

Index		Variable						
		Competence	Business	Protection	Application	Distribution	Store	Creation
Central	Average	3.478	3.436	3.513	3.602	3.506	3.413	3.279
	Middle	3.55	3.4	3.5	3.72	3.6	3.6	3.33
	Z	0.875	0.856	0.409	1.075	0.559	0.633	0.789
	Sig	0.428	0.456	0.638	0.177	0.512	0.410	0.224
Test results		Normal	Normal	Normal	Normal	Normal	Normal	Normal
Result according to the central limit		Normal	Normal	Normal	Normal	Normal	Normal	Normal

Significant level (sig) for all larger values of the test (0.05) is a normal distribution of data. Test results for each variable represent the data distribution are normal and no significant difference was observed.

#### Explain and interpret the research variables:

Before proceeding to test hypotheses, to explain and interpret the variables must be paid to the study variables in the sample is detected. Given the normal distribution of data, in order to explain and interpret the research variables, one-sample T-test with the test 3 (3 Test Value =) and 95% (5% error) is used. To test the following hypothesis is proposed:

H0: (conflicting claims) or intermediate variables in the statistical population is poor.  $3 \mu \leq = H0$

H1: (alleged) variable in the statistical community is strong.  $3 \mu > = H1$

**Table 2:** Test out a statistical population.

Index		Test number = 3						
		Central and dispersion		value of T	Sig	Lower limit	Upper limit	variable Status
		Average	Standard deviation					
Variable	Competence	3.478	0.773	7.062	0.001	0.344	0.613	Strong
	Business	3.436	0.713	6.987	0.001	0.313	0.560	Strong
	Protection	3.513	0.760	7.702	0.001	.381	0.645	Strong
	Application	3.602	0.704	9.752	0.001	0.480	0.724	Strong
	Distribution	3.506	0.622	9.282	0.001	0.398	0.615	Strong
	Store	3.412	0.830	5.662	0.001	0.268	0.556	Strong
	Creation	3.279	0.938	3.394	0.001	0.116	0.442	Strong

According to the results of Table 2; Sig test for all variables is less than 0.05 shows significant differences in the mean number of test variables (3).

Therefore, the null hypothesis is rejected and it is concluded that 95% of these variables are as strong in the target population.

#### Testing Hypotheses:

In this section, according to the central limit theorem and the sample size is greater than 30, according to tests conducted, can be considered a normal distribution of the data by using the Pearson correlation coefficient to test the research hypotheses

*The first hypothesis:*

H0: there is no significant relationship between the merits of IT and business knowledge.

H1: there is a significant relationship between the competence and knowledge of information technology in organizations.

**Table 3:** The relationship between IT and business knowledge competence.

Results	Pearson's correlation coefficient	Standard deviation	Average	Statistics index Variables
Meaningful	r=0.591	0.773	3.478	IT competence
	Sig = 0.001	0.713	3.436	Acquisition of knowledge
0.01 > P N =148				

Correlation between IT competence and knowledge in the organization is shown in Table 3. Results showed that there was a significant relationship between the level of competence of IT and business knowledge ( $\alpha = 0.01$ ) 0.591. Therefore reject the hypothesis H0 against H1 hypothesis is confirmed.

*The second hypothesis:*

H0: there is no significant relationship between the competence and knowledge of information technology in organizations.

H1: there is a significant relationship between competence and knowledge of information technology in organizations.

**Table 4:** The relationship between IT competence and knowledge protection in the organization.

Statistics index Variables	Average	Standard deviation	Pearson's correlation coefficient	Results
IT competence	3.478	0.773	r = 0.494 Sig = 0.001	Meaningful
knowledge protection in the organization	3.513	0.760		
0.01 > P N =148				

Correlation between IT competence and knowledge in the organization is shown in Table 4. The findings showed that there was a significant relationship between the IT competence and knowledge in the organization level ( $\alpha = 0.01$ ) 0.494.

Therefore reject the hypothesis H0 against H1 hypothesis is confirmed.

*The third hypothesis:*

H0: there is no significant relationship between the merits of IT and application of knowledge.

H1: there is a significant relationship between the suitability and application of information technology in organizations.

**Table 5:** The relationship between IT competence and application of knowledge in the organization.

Statistics index Variables	Average	Standard deviation	Pearson's correlation coefficient	Results
IT competence	3.478	0.773	r = 0.639 Sig = 0.001	Meaningful
application of knowledge in the organization	3.602	0.704		
0.01 > P N =148				

Correlation between IT competence and application of knowledge are shown in Table 5. The findings indicated that there was a significant relationship between the competency of IT and application of knowledge in the area ( $\alpha = 0.01$ ) 0.639. Therefore reject the hypothesis H0 against H1 hypothesis is confirmed.

*The fourth hypothesis:*

H0: there is no significant relationship between the merits of IT and distribution of knowledge.

H1: there is a significant relationship between the merits of IT and distribution of knowledge.

**Table 6:** The relationship between IT competence and knowledge distribution in the organization.

Statistics index Variables	Average	Standard deviation	Pearson's correlation coefficient	Results
IT competence	3.478	0.773	r = 0.602 Sig = 0.001	Meaningful
knowledge distribution in the organization	3.506	0.622		
0.01 > P N =148				

Correlation between IT competence and knowledge distribution is shown in Table 6. The findings showed that there was a significant relationship between the distribution of competence and knowledge in the information technology ( $\alpha = 0.01$ ) 0.60. Therefore reject the hypothesis H0 against H1 hypothesis is confirmed.

*The fifth hypothesis:*

H0: there is no significant relationship between the merits of IT and storage of knowledge.

H1: there is a significant relationship between the merits of IT and storage of knowledge.

**Table 7:** The relationship between IT competence and store knowledge in the organization.

Statistics index Variables	Average	Standard deviation	Pearson's correlation coefficient	Results
IT competence	3.478	0.773	r = 0.439 Sig = 0.001	Meaningful
store knowledge in the organization	3.412	0.830		
0.01 >P N=148				

Correlation between IT competence and storage of knowledge is shown in Table 7. The findings showed that there was a significant relationship between the IT competence and knowledge stored in the ( $\alpha = 0.01$ ) 0.439. Therefore reject the hypothesis H0 against H1 hypothesis is confirmed.

*The sixth hypothesis:*

H0: there is no significant relationship between the competence and knowledge of information technology in organizations.

H1: there is a significant relationship between the competence and knowledge of information technology in organizations.

**Table 8:** The relationship between IT competence and knowledge creation in the organization.

Statistics index Variables	Average	Standard deviation	Pearson's correlation coefficient	Results
IT competence	3.478	0.773	r = 0.470 Sig = 0.001	Meaningful
knowledge creation in the organization	3.279	0.938		
0.01 >P N=148				

Correlation between IT competence and knowledge creation in organizations is shown in Table 8.

Results showed that there was a significant relationship between the level of competence in information technology and knowledge creation ( $\alpha = 0.01$ ) 0.470.

Therefore reject the hypothesis H0 against H1 hypothesis is confirmed.

*Second order factor analysis:*

Variable model fit indices measuring IT competencies are shown in Table 9.

**Table 9:** The fit indices measuring range of IT competence.

Fit index	Optimal value	Result
$\chi^2/df$	<3/00	2.18
GFI	>0/90	0.97
RMSEA	<0/08	0.076
RMR	<0/05	0.003
NFI	>0/90	0.94
NNFI	>0/90	0.91
CFI	>0/90	0.90

Since the reliability of composite structures are obtained for the value (0.87) is greater than (0.6) is therefore necessary that the structure of the reliability.

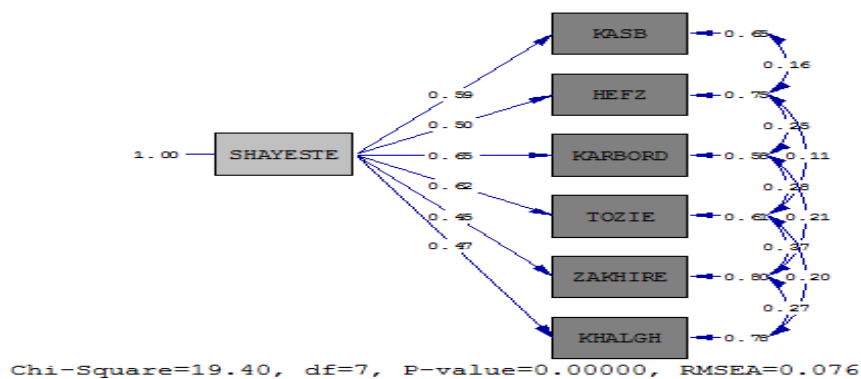
The fit indices measuring range of IT competence shown by Table 10

**Table 10:** Variable model fit indices measuring Knowledge Management.

Fit index	Optimal value	Result
$\chi^2/df$	<300	1.50
GFI	>0.90	0.91
RMSEA	<0.08	0.062
RMR	<0.05	0.044
NFI	>0.90	0.97
NNFI	>0.90	0.98
CFI	>0.90	0.96

Since the reliability of composite structures are obtained for the value (0.92) is greater than (0.6) is therefore necessary that the structure of the reliability.

Measure the overall model results and assumptions in the standard mode is shown in Figure 1.



**Fig. 1:** Measure the overall model results and assumptions in standard mode.

Table 11 shows the conceptual model fit indices

**Table 11:** Indicators conceptual model.

Fit index	Optimal value	Result
$\chi^2/df$	<3/00	2.77
GFI	>0/90	0.96
RMSEA	<0/08	0.076
RMR	<0/05	0.031
NFI	>0/90	0.90
NNFI	>0/90	0.94
CFI	>0/90	0.90

To examine the causal relationship between independent and dependent variables and path analysis were used to confirm the model. The path analysis was performed using the software LISREL8.5. Results of LISREL output shows the ratio of chi-square to degrees of freedom is less than three, and other indicators of fitness model are confirmed. Significance test shows that the T-value model of decision-making practices on consumer behavior has a positive and significant impact with two exceptions. Because it is higher than the value of 1.96 is significant, hence these cases are approved. A significant factor in the table below summarizes our hypotheses and shows the results.

**Table 12:** Results of Hypotheses.

Hypotheses	Path coefficient	Significant	The results of hypothesis
IT competency has a significant effect on the acquisition of knowledge.	0.59	8.29	Confirmation
IT competence has a significant effect on knowledge creation in organizations.	0.50	6.54	Confirmation
IT competence has a significant effect on the store knowledge in the organization.	0.65	9.61	Confirmation
IT competence has a significant effect on the distribution of knowledge.	0.62	9.01	Confirmation
IT competence has a significant effect on the application of knowledge.	0.45	5.68	Confirmation
IT competence has a significant effect on the preservation of knowledge.	0.47	6.02	Confirmation

### Conclusion:

According to the findings of the present study was to investigate the impact of information technology on knowledge management competencies are discussed. The results of the data collected and based on the analysis on the questionnaire collected using Spss software.

Software Lisrel 8.5 do is show that the hypothesis has been approved and the final result is acceptable the first hypothesis, the results show that for a unit change in the variable IT competence, competence in line with changing business and IT change of 0.59 units and due to other factors influencing the variable of IT competence in the third grade. The second hypothesis suggests that the results given in significant quantities outside the range of -1.96 and +196 P\_Value can conclude, this hypothesis is confirmed. The third hypothesis, the results show that for a unit change in the variable IT competence, variable supply of 0.65 units and IT will change in line with the competence and due to other factors influencing the variable of IT competence in the first place. According to the fourth hypothesis, the results show significant P\_Value mode outside the range of -1.96 and +196 can be concluded, this hypothesis has been confirmed. IT competence for a unit change in the variable, the variable distribution of 0.62 units and IT will change in line with the competence and the other variables are variables affecting the IT competence are second. The fifth hypothesis results show that for a unit change in the variable IT competence, 0.45 Application of knowledge and competencies in line with the changing information technology will change and due to other factors influencing the variable of IT competence in the sixth. The sixth hypothesis results show that for a unit change in the variable IT competence varies in line



with the competence and knowledge of information technology will change 0.45 and due to other factors influencing the variable of IT competence in the fifth set. Due to the standardized path coefficient in the final model revealed in terms of impact on the dependent variable, respectively storage of knowledge, distributed knowledge, knowledge acquisition, knowledge creation, preservation and application of knowledge are most and least affected by the independent variable. The results of the first order confirmatory factor analysis, all indicators are intended to measure the variables, as well as the variables measured. The results suggest that a significant independent factor associated factors and shows the model fit is acceptable. The conceptual model is approved.

#### *Suggestions:*

1. The special staff responsible for acquiring knowledge from external sources.
2. Encourage staff to develop alternative solutions for the allocation of the organization.
3. The selection and organization of data before they are stored in the organization.
4. Encourage employees to play the role of an experienced mentor and coach less experienced staff
5. The personnel responsible for the regular updating of the database / library
6. Use knowledge to solve many problems.

### REFERENCES

- [1] Etemadi, Hossein Elahi, Shaban, Hassan Aghaei, Kamran, 2006. Examines the impact of information technology on qualitative characteristics of accounting information, accounting and audit reviews No. 43 Spring 2006 S24-3.
- [2] Sarrafi Zadeh, Asghar, 2011. The IT organization (concepts and applications), Mir Publishers, Fourth Edition.
- [3] Fattahian, M.A., Mahdavi Noor, Syed Hatim, 2013. Fundamentals of Management and Information Technology, University of Science and Technology, Edition.
- [4] Monavvarian, Abbas Asgari, Nasser, Ashna, Mustafa, 2007. Structure and content of knowledge-based organizations, Research and Training Institute of Management (Department of Energy) First National Conference on Knowledge Management, 13 to 14 Bahman, International Convention Centre mystery.
- [5] Gholamreza Tabar Dave Clayee, Zahra, Ramin, N. Turan, 2012. Interaction Triangle technology, knowledge management and innovation management. The National Conference of entrepreneurship and business management knowledge base.
- [6] Alwan, Mehdi, Sound Election, M. Farah, 2007. The Role of Social Capital in the Development of Enterprise Knowledge Management, Journal of Management Science, II(5).
- [7] Dehghan Najm, Mansoor, Knowledge Management and its role in organizational innovation, engineering and related industries Magazine, September 88, No. 10, first year.
- [8] Authorities, Zamanali, 2011. Knowledge management concepts, principles, objectives and models, (Office of Research and Risk Control Bank Sepah).
- [9] Sadeghi, Fereshteh, S. Salehi Abyaneh, 2008. The necessity of applying knowledge in organizations, monthly electricity industry.
- [10] Azadi Ahmadabad, Qasim, A. Azadi Ahmadabad, 2009. Information technology, knowledge management, application and impact, monthly gimmick, 211.
- [11] Zadeh Sharif, Fatah, Narimani, Mehdi, Koushki Alireza, 2011. The success of IT and Knowledge Management initiatives, Journal of Research, Science and Research. Iran Information Technology, 27(1).
- [12] Abdi, Fereydoun, 2009. The role of ICT in relation to Knowledge Management officer at the University of Imam Ali (AS), the Military Management Journal 34.
- [13] Kaleh Sar Kchaki Siah head, Morvarid, A. Qayyum, N. Hassan Moradi, 2012. The organizational culture (the Queen), the feasibility of knowledge management and organizational career advice Iranian Gas Transmission Company,, Journal, IV(12).
- [14] Kheyrandish, Mehdi, Doostkam, K., Hosinaee, John, 2011. The role of technological factors in the success of knowledge management in organizations, Journal - Military Management Research, XI(44).
- [15] Reza Zadeh, Mehrizi, 2005. The role of ICT in knowledge management.
- [16] Sobhani, Yazdan, art, Habib, J. Shahlayi, A. Ahmadi, 2013. the relationship between information technology and knowledge management in sports federations, Journal of Sport Management, No. 17.
- [17] Doorodi, Fariborz, 2005. The impact of ICT on Enterprise Knowledge Management, Computer Research Center of Islamic Sciences.
- [18] Norouzian, Meisam, 2005. Application of knowledge management in the public sector, Compass Magazine, Issue 156.
- [19] Jacobite, Noor Mohammad, Kouchakzadeh, Roqiyeh Sadat, IT Support of Knowledge Management, Institute for Humanities and Cultural Studies, Journal of Industrial Management (9).

- [20] Susana Pérez López, José Manuel Montes Peón and Camilo José Vázquez Ordás, 2007. Information Technology as an Enabler of Knowledge Management: An Empirical Analysis · Department of Business Administration, University of Oviedo, Avda. Del Cristo, s/n 33071, Oviedo, Spain.
- [21] Kamel Mohamad Hawajreh, Abdel-Aziz Ahmad Sharabati, 2012. The Impact of Information Technology on Knowledge Management Practices, International Journal of Business·Business College Middle East University Amman – Jordan, Humanities and Technology.
- [22] Wiig, K.M., 1997. Integrating intellectual capital and knowledge management. Long Range Planning 30(3).
- [23] Narayanan, V.K., 2001. Managing technology and innovation for competitive advantage. Englewood Cliffs, NJ: Prentice-Hall.
- [24] Anand, V., C.C. Manz and W.H. Glick, 1998. An organizational memory approach to information management. Academy of Management Journal, 23(4).
- [25] Lee, H.C. and B. Choi, 2003. Knowledge management enablers, processes, and organizational performance: An integrative view and empirical examination. Journal of Management Information Systems 20(1).
- [26] Mansell, R., 1999. “Information and communication technologies for development: assessing the potential and the risks”, Telecommunications Policy,
- [27] Malhatra Yogesh, 1993. Role of information technology in managing organizational change & organizational interdependence.
- [28] Sattam Allahawiah, Hisham Al-Mobaideen, Kafa al Nawaiseh, 2012. The Impact of Information Technology on Knowledge Management Processes An Empirical Study in the Arab Potash Company International Business Research, 6(1).
- [29] Tongchi, S., 2014. Information technology application for knowledge management in medium-size businesses, World Academy of Science, Engineering and Technology International Journal of Social, Human Science and Engineering, 8(4).