

## The Effect of Knowledge Management on Organizational Performance of Physical Education Teachers with the Mediating Role of Decision Makers

پذیرفته شده برای پوستر  
نویسندگان

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### چکیده

The purpose of this study was to investigate the effect of knowledge management on organizational performance of physical education teachers with the role of mediator of decision making style of Shahin Shahr School principals. This research was descriptive-survey. The statistical population of the study consisted of all employees of the Department of Physical Education Teachers of Shahin Shahrard in 2019. Due to the adequacy of the community, the sample size was 150 people and the sampling was done by census method. The data collection tools were Newman and Conrad Knowledge Management Standard Questionnaire (2001), Hersey and Goldsmith's Organizational Performance Inventory (2003), and Scott and Bruce's (1995) Decision-Making Styles Questionnaire. Their validity was confirmed by management professors Attitude and reliability of questionnaires were obtained using Cronbach's alpha for knowledge management ( $\alpha=0/83$ ), organizational performance ( $\alpha=0/87$ ), and general decision making styles ( $\alpha =0/91$ ). In order to analyze the data, descriptive and inferential statistical methods were performed using Spss22 and Amos software. In descriptive statistics (frequency, percentage, mean and standard deviation), inferential statistics of Kolmogorov-Smirnov test, regression coefficient and structural modeling were used. The results of the research showed that knowledge management was effective on the organizational performance of physical education male teachers with the role of mediator of decision making style of Shahin Shahr School principals. According to the model, the effect of knowledge management on performance ( $R=0/49$ ), knowledge management on decision making style ( $R=0/43$ ) and decision making style on organizational performance ( $R=0/51$ ). Knowledge creation with coefficient ( $R=0/69$ ), application of knowledge with coefficient ( $R=0/66$ ), knowledge transfer with coefficient ( $R=0/25$ ) and knowledge keeping with coefficient ( $R=0/83$ ) had an impact on organizational performance of physical education teachers. Knowledge creation with coefficient( $R=0/44$ ), application of knowledge with coefficient ( $R=0/38$ ), knowledge transfer with coefficient ( $R=0/29$ ) and knowledge keeping with coefficient ( $R=0/53$ ) influenced decision making style of managers. It is concluded that by improving the quality of knowledge management by school principals and improving decision-making styles by managers, the organizational performance of physical education teachers is improved

### کلیدواژه ها

Physical education teachers ؛Decision making styles ؛Organizational Performance ؛Knowledge management

### موضوعات

مدیریت ورزشی