

Knowledge Management Factors Affecting the Level of Commitment

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Abstract : This paper examines the influence of knowledge management factors on organizational commitment for employees in the oil and gas drilling industry of Iran. We determine what knowledge factors have the greatest impact on the personnel loyalty and commitment to the organization using collected data from a survey of over 300 full-time personnel working in three large companies active in oil and gas drilling industry of Iran. To specify the effect of knowledge factors in the organizational commitment of the personnel in the studied organizations, the Principal Component Analysis (PCA) is used. Findings of our study show that the factors such as knowledge and expertise, in-service training, the knowledge value and the application of individuals' knowledge in the organization as the factor 'learning and perception of personnel from the value of knowledge within the organization' has the greatest impact on the organizational commitment. After this factor, 'existence of knowledge and knowledge sharing environment in the organization' and 'existence of potential knowledge exchanging in the organization' and 'organizational knowledge level' factors have the most impact on the organizational commitment of personnel, respectively.

Keywords : drilling industry, knowledge management, organizational commitment, loyalty, principle component analysis

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