

Title :

Developing a model to explain the influence of organizational structure aspects on inhibit crisis by improving organizational agility through the processes knowledge creation and sharing, a passive defense approach (Case Study: Bandarabas Municipality)

Abstract :

The purpose of this research is to explain the influence of organizational structure aspects on inhibit crisis by improving organizational agility through the processes knowledge creation and sharing, a passive defense approach. The methodology of this paper is descriptive and survey methods, based on structural equation modeling. The conceptual model of the research consists of five sections, organizational structure aspects (Formalization, Centralization and complexity), knowledge creation, knowledge sharing, organizational agility and crisis management. Along with questionnaires contain of 62 items were used to gather the required information. Its reliability was tested using Cronbach's alpha (0.88). The validity was confirmed by specialists in the fields of human resources management, institutional behavior, knowledge management, crisis management and passive defense and to verify the structural validity of the questionnaire was used confirmatory factor analysis. The statistical population of the study was 483 managers and experts of Bandar Abbas Municipality that the statistical sample size was determined using Cochran's formula of 214 people. To data analysis was used software SPSS 18 and LISREL 8.80. Path analysis and structural equations were used to analysis the research results that according to the proposed conceptual model confirmed the relationship between the research variables. Finally, according to the results, the research hypotheses are approved. The findings show that organizational structure aspects are significant predictors of the knowledge creation and sharing of employee and organizational agility. In other words, the organizational structure aspects does affect the knowledge creation and sharing of employee and organizational agility. The results also show that the organizational structure aspects influenced directly and indirectly by the mediating role of knowledge creation and knowledge sharing and organizational agility on the dependent variable of crisis inhibit.

Keywords :

Organizational structure aspects, Knowledge creation, Knowledge sharing, Crisis management, Organizational agility, Passive defense.