



Investigating the impact of knowledge management On Tehran and suburbs subway organizational innovation: conceptual framework

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ABSTRACT

Innovation is an inherent part of knowledge management. The relationship between knowledge management and organizational innovation is getting an important issue in this millennium. However, without good capability of organizational learning, an organization cannot retain important knowledge management practices. The literature highlighted few studies that examine comprehensively the relationship among knowledge management, organizational learning and organizational innovation. Therefore, the purpose of the study is to examine the effect of knowledge management on innovation directly and through organizational learning. Tehran and suburbs subway is studied. The research results indicate that OL has a full mediation effect on KM and OI. However, there are still some confusing relations between KM and organizational learning (OL). Therefore, the positioning of OL as a mediator is also an important contribution to this topic.

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INTRODUCTION

In this fast changing business world, innovation has become the mainstay of every Organization. The nature of global economic growth has been changed by the speed of innovation, which has been made possible by rapidly evolving technology, shorter product lifecycles and a higher rate of new product development. Organizations have to ensure that their business strategies are innovative to build and sustain competitive advantage. Innovation has become complex due to changing customer needs, extensive competitive pressure and rapid technological change (Calantone et al., 2002). The complexity of innovation has also been increased by the growth in knowledge available to organizations as basis for innovation. Innovation is extremely dependent on the availability of knowledge and therefore the complexity created by the explosion of richness and reach of knowledge has to be identified and managed to ensure successful innovation (Adams and Lamont, 2003; Cardinal et al., 2001). Innovation plays a key role in providing unique products/services, creating new values that were not recognized, and establishing entry barriers (Hurmelinna-Laukkanen et al., 2008). We found that organizational learning is mixed with knowledge management (García-Morales et al., 2006), and the relationship between knowledge management and organizational learning is not evident.

The purpose of this research is to address the theoretical gaps in the literature. First, a few studies have addressed the

relationship between Knowledge Management (KM) and Organizational Innovation (OI) by considering different aspects of Tehran and suburbs subway organizational learning, such as commitment to learning, shared vision and open mindedness. Furthermore, in accordance with Liao and Wu(2010), who suggested there are too few comprehensive studies that examine simultaneously the relationship among, knowledge management (KM) and organizational learning (OL) on different of type of Organizational Innovation (OI), e.g. radical process and product innovation, incremental process and product innovation and administrative innovation through mediating effect of organizational learning. Based on the problem statement, the objective of the research is to examine the effect of knowledge management on organizational innovation directly and through mediating variable organizational learning. Consequently, the current study will first examine the relationship between knowledge management and organization innovation. Secondly, this study will determine the relationship amid knowledge management and organizational learning and finally, it purposes to determine the association between organizational learning and organization innovation. On the bases of introductions and aims, this paper includes background of study, knowledge based theory, purposed conceptual framework, hypotheses of the study, methodology and conclusion.

Background of Study

Since the Organization for Economic Cooperation and Development (OECD) first proposed the concept of a