

Prediction of Innovative Job Performance in Payame Noor University, Yazd Province

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Abstract

The purpose of this study was to determine the prediction of innovative job performance with an emphasis on knowledge-based human resource management practices, social capital and knowledge sharing. The current research was applied in terms of purpose and descriptive-correlational in terms of nature and method. The statistical population (187 people) was the employees of Payam Noor University of Yazd province in 2022, who were selected by simple random method and through Cochran (124 people). The tools of data collection were standard questionnaires that existed in this field, which had good validity and reliability. The results of hypothesis testing by Lisrel software show that knowledge-based human resource management methods have a positive and significant effect on social capital, innovative job performance, and knowledge sharing. Social capital has a positive and significant effect on knowledge sharing and innovative job performance. Knowledge sharing has a positive and significant effect on innovative job performance, also the mediating role of social capital and knowledge sharing was confirmed.

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Extended Abstract

Introduction

Innovation in organizations is primarily a human issue, and since it is the employees who develop and implement business ideas, innovation depends on the effective management of human resources. It also partly depends on knowledge, because every innovation requires the development of new knowledge as input (eg ideas, concepts, prototypes, etc.) and output (ie, produced novelty). Therefore, both human resource management and knowledge are considered the main factors of innovation. From the point of view of human resource management, innovation is a collection of knowledge that is produced for the organization (Swart & Kinnie, 2013), on the other hand, social capital has become a prerequisite for the successful transfer of tacit knowledge and the production of innovation. Social capital represents a type of social network, trust and a set of norms that connect colleagues to facilitate coordination and cooperation for mutual benefits and necessary to achieve the larger goals of the organization. The integration of human resource management and the perspective of knowledge and social capital have been identified as an important topic with significant potential, which is still underdeveloped (Ferraris et al, 2018). In particular, there is little work on human resource and knowledge management as antecedents of organizational innovation. While many previous studies have investigated the impact of innovation on human resource management (Gil-Marqués & Moreno-Luzón, 2013; Saá-Pérez & DíazDíaz, 2010) and knowledge sharing (Pizarro-Moreno et al, 2011; Wu et al, 2007), and few studies have empirically analyzed the interaction between knowledge-based human resource management practices and knowledge sharing against innovation (Wang & Chen, 2013), but these studies are less relevant to the results, knowledge-based human resource management practices to They paid attention to the purpose of increasing innovative job performance by emphasizing social capital and knowledge sharing. Therefore, the purpose of this article is to fill this research gap, in other words, according to the purpose of this research, the main question that researchers face in this research is whether knowledge-based human resource management practices, social capital and knowledge sharing predict Is job performance innovative?.

Theoretical foundations

In general, knowledge-based human resource management is related to policies, practices and systems that affect the behavior, attitude and performance of employees (Pastor et al., 2010). Organizations can use some knowledge-based human resource management practices as a tool to stimulate employee commitment, engage them in creative thinking and innovation, and shape their skills, capabilities, attitudes, and behaviors to help achieve organizational goals (Jiang et al., 2012). On the other hand, social capital can be examined as a theoretical concept in economic and sociological traditions in order to present two important distinct and overlapping perspectives. Portes (1998) linked the first modern use of the term social capital to Bourdieu (1983), who proposed two distinct elements; First, the social relationships that allow individuals to access the resources of other group members, and second, their quantity and quality. On the other hand, according to Haas and Hansen (2007), knowledge sharing can be direct (addressed to a specific recipient, which requires contact between the provider and recipient of knowledge - in meetings, by telephone, by e-mail) or indirect (sent through) be Written documents or databases are not addressed to a specific person, meaning that the recipient of the document does not have to contact the provider directly, but can use the document as an independent resource. Finally, the important factors affecting the performance of job innovation in business can be divided into three general categories: contextual, organizational and personal; (Crossan and Apaydin, 2010).

Research Methodology

This research is "applicative" in terms of its purpose and "descriptive-correlation with a survey" in terms of data collection. The statistical population (187 people) were the employees of Payam Noor University of Yazd province, who (124 people) were selected with Morgan by simple random method for the year 2014 (Table 1). From the questionnaire of knowledge-based human resource management practices by Lepak & Asnel (2002), consisting of 12 questions, innovative job performance by Sccat & Bras (1994), consisting of 5 questions, social capital by Potnam (1999), consisting of 30 questions, and finally knowledge sharing Connelly et al (2012), which consisted of 5 questions, were used as a data collection tool, based on the five-point Likert scale. To confirm the validity, three types of validity, "content, convergent validity and divergent validity" were used, and three criteria (factor loadings, Cronbach's alpha coefficient and composite reliability coefficient) were used to confirm reliability.

Research findings

Since the aim of the research is to reach a model of causal relationships between variables, it is necessary to use the causal modeling method. By combining cause and effect information based on a specific theory, this method explains the relationships between variables and provides a basis for inference. Causal inferences obtained based on the types of data correlation and may explain the relationships between observable and latent variables. In other words, in causal modeling, the goal is to obtain quantitative estimates of causal relationships between a set of variables. In this research, in order to reach the research model, the structural equation modeling method is used which is based on the causal relationships between the variables. The most important feature of this technique is its flexibility in terms of its use as a broad theoretical framework, the possibility of participating variables, the use of multiple measures, the possibility of error, the adaptation of distributional assumptions and the ability to work with all types of data. In general, the research hypotheses have been tested with the structural equation modeling technique and with the help of Lisrel software. According to the results of Table 2 above, it can be said that the coefficient of t statistic for all paths is greater than the critical value (1.96) and also the level of significance is less than 0.05, so the significance of the model and path coefficients is accepted.

Conclusion and Discussion

The purpose of this research was knowledge-based human resource management practices on innovative job performance with an emphasis on the role of social capital and knowledge sharing. This research is consistent with the researches of Mzidi & Mosenpour (2022), Yazdanshenas & Saberi (2020) and Waziri & Farhadi Mohali, (2018), Manteghi et al, (2016), Kutieshat and Farmanesh, (2022); In the end, considering the results of the structural equation model, it can be said that few studies have been conducted in the field of investigating the relationship between variables; For this reason, investigation and research on such relationships between these variables are important. Because it is very important to have a clear understanding of what elements will help to increase innovative job performance. Having said that, this research created a basic prerequisite for effective and efficient organizational systems so that organizations can fulfill their knowledge-based human resource management practices in the direction of the demands and needs of their employees. Finally, the results of this research have been a good starting point for further research both theoretically and practically. Theoretically, creating more knowledge and better predicting the relationship between measured variables leads to a better understanding of innovative job performance. In practical applications, additional information about the formation of these variables and their relationship with each other has helped innovative job performance so that they can take steps towards innovative job performance by emphasizing the role of social capital and knowledge sharing.