



Research Paper

Identifying the initial requirements for establishing knowledge management in education in the city of Masjed-e-SuleimanLeila Poloei¹ , Tabesom Ghadianloo² 

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Abstract

The aim of the present study was to identify the initial requirements for establishing knowledge management in education in Masjed Soliman city. The method of conducting this study is applied in terms of purpose and qualitative-quantitative in terms of nature and method of collecting information. The statistical population in the qualitative section was 11 experts and experts in education in Masjed Soliman, and in the quantitative section, it included 221 employees and education managers, who were selected with a sample size of 141 using the Cochran formula. The collection tool in the qualitative section was an interview and in the quantitative section, a questionnaire whose validity and reliability were obtained. The findings of the study in the qualitative section showed that the initial requirements for establishing knowledge management in education in Masjed Soliman city included; organizational structure, organizational culture, information technology, and human resources were identified; and in the quantitative section, it showed that the status of the organizational structure, organizational culture, and human resources in education in Masjed Soliman city is more average, but information technology is not in a desirable state.

Keywords:

Knowledge, Knowledge Creation, Knowledge Management, Education.

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Extended Abstract

Introduction

In the present era, knowledge is recognized as the most important strategic resource and competitive advantage of organizations (Nonaka & Takeuchi, 2021). Educational organizations, and especially education systems, need to utilize new knowledge management approaches more than ever to respond to rapid scientific, technological, and social changes (Dalkir & Liebowitz, 2023). Effective implementation of knowledge management in education can lead to improved quality of educational processes, improved organizational productivity, professional development of teachers, and increased innovation in learning (Jain & Mnjama, 2021; Wei et al., 2022). Knowledge management is a set of processes that help create, store, share, and apply knowledge within an organization (Dalkir & Liebowitz, 2023). In the context of education, this approach not only leads to the improvement of the teaching-learning system, but also promotes intellectual capital and organizational learning (Fullan, 2023). However, the successful implementation of knowledge management requires the accurate identification of initial requirements, including cultural, structural, technological, and human factors (Akhavan & Zahedi, 2020). Without understanding and meeting these requirements, efforts to implement knowledge management in educational organizations will fail or face limited effectiveness (King, 2022). As one of the important cities of Khuzestan province with its own cultural, social, and economic characteristics, Masjed-e-Suleiman city has unique challenges and opportunities for the implementation of knowledge management. Studies show that in many educational regions of the country, including this city, technological infrastructure, participatory culture, and incentive systems for knowledge sharing have not been fully institutionalized (Rahimiyān et al., 2022). For this reason, identifying the initial requirements for establishing knowledge management in the education and training of Masjed Soliman is a scientific and administrative necessity.

In addition, global experiences show that knowledge management in education and training will be successful when implemented with a systemic approach and in interaction with teachers' professional development programs, educational policies, and the organizational culture of schools (Pereira et al., 2023). In this regard, key success factors such as effective leadership, appropriate technological infrastructure, employee motivation, a culture of continuous learning, and mechanisms for encouraging knowledge sharing should be considered from the very early stages (Liu et al., 2022).

The purpose of the present article is to identify and analyze the initial requirements for establishing knowledge management in the education and training system of Masjed Soliman in order to provide a scientific basis for developing effective strategies in this field. Therefore, the present study seeks to answer the question: What are the initial requirements for establishing knowledge management in the education and training of Masjed Soliman? It is expected that the results of this research can provide significant assistance to educational administrators, policymakers, and teachers in designing and implementing knowledge management programs and pave the way for improving educational quality at the regional level.

Research Method

The method of conducting this research is applied in terms of purpose and in terms of the nature and method of collecting qualitative-quantitative information; The statistical population in the first phase of the research was a group of 11 university professors, managers and education experts in Masjed Soliman city who were interviewed semi-structuredly. In the second phase, the statistical population of the research was all employees and teachers of the Masjed Soliman city education department, of



which 221 employees and teachers of the Masjed Soliman city education department were considered as the statistical population. The sampling method of the first phase of the research was the snowball sampling method. In the second phase, all employees and teachers of the Masjed Soliman city education department were considered as the population. The sample size was determined based on the Cochran formula as 141 employees and teachers of the Masjed Soliman city education department, who were selected by simple random sampling. In the present study, library and field methods (interviews and questionnaires) were used to collect data.

Discussion and Conclusion

Investigation of the first question - What is the current status of organizational culture as a primary requirement for establishing knowledge management in education in Masjed Soliman County?

The findings indicate that out of the 141 people who answered the questionnaire, the average level of organizational culture is (11.815) and the standard deviation (5.506) and the standard error of the mean (0.15871). According to the results of the original question analysis, the observed t-value is 56.5 and the significance level of the results shows that the level of organizational culture is higher than average.

Investigation of the second question - What is the current status of organizational structure as a primary requirement for establishing knowledge management in education in Masjed Soliman County?

The findings indicate that out of the 141 people who answered the questionnaire, the average level of organizational structure is (9.203) and the standard deviation (4.184) and the standard error of the mean is (0.1856).

Investigating the third question - What is the current status of information technology as a primary requirement for establishing knowledge management in education in Masjed Soliman County?

The findings indicate that out of the 141 people who responded to the questionnaire, the average level of information technology is (3.563) and the standard deviation is (1.525) and the standard error of the mean is (0.1855).

Investigating the fourth question - What is the current status of human resources as a primary requirement for establishing knowledge management in education in Masjed Soliman County?

The findings indicate that out of the 141 people who responded to the questionnaire, the average level of human resources is (8.696) and the standard deviation is (3.689) and the standard error of the mean is (0.1955).

The research findings in the qualitative section showed that the initial requirements for establishing knowledge management in education in Masjed Soliman County were identified, including organizational structure, organizational culture, information technology, and human resources; and in the quantitative section, it showed that the status of organizational structure, organizational culture, and human resources in education in Masjed Soliman County was more than average, but information technology was not in a desirable state.