Relationship between Organization Support and Knowledge Exploration

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Abstract:

   The purpose of the paper was to analyze the relationship between Organization Support and Knowledge Exploration. The primary data collection technique i.e. questionnaire was used to analyze the data. Questionnaire was disbursed to 100 subjects. The analyzing of the paper revealed the dependency of Knowledge Exploration to Organization Support. The importance of this relationship is how much Knowledge Exploration help or support an organization. Exploring of knowledge is enhanced for the organization support.

Key words: Organization Support, Knowledge Exploration.

Introduction:

Knowledge is a source of wealth all over the world. According to a large research, knowledge Exploration is related to Organization support. Establishment of Knowledge Exploration is an organization which involves the position of trust in various stages. The main goal of the relationship is to establish a knowledge center for any organization in order to achieve a strong and well knowledge support (Andarati 2012). In

accumulation to superior subjects, organizational support and knowledge define Organization Discipline. Hypothetical and procedural advances also underwrote to improve relationship performance. Because organizational support occurs above time, learning organizational support needs time sequence or longitudinal figures. Moreover, because organizational support can covey with other issues, methods for governing out another elucidations to education, such as selection, are needed (Argote & Miron-Spektor 1997).

Experimental support for the control of unclear over obvious knowledge derives after an evaluative education of an advanced test in an accounting known as Project Discovery for any Organization. Collection of students contributed in an instructional platform founded on thoughts of reasoning expansion that were reliable through those of Bruner. Project Discovery advances were no worse than traditional program graduates in their traditional accounting declarative knowledge, and had improved problem determining assistances and approaches near including teaching linked with traditional driver progresses (Richard et al. 2001).

At the end of results, our focus was to an Organization and how an Organization establishes a center for exploring of Knowledge to support and progress the Organization. More exactly, we emphasized two fundamentals of the Knowledge Exploration that enable the equilibrium: the Organization and technology (Sherif, Tsado, Zheng, & Airhia). Chinese philosopher Confucius plugs out three important fixings needed for being in these surroundings: imitating, experiencing and reflecting. Such are the spirits of education which includes the transporting of unspoken to clear information over a suitable stroke (Cheetham and Chivers 1998).

H1: Organization Support is positively related to the Knowledge Exploration.

H0: Organization Support is not positively related to the Knowledge Exploration.

Literature review:

Knowledge is true belief, well justified and sharing of information. When connected, knowledge turns out to be information and, therefore, the rare material of new knowledge (Leena & Iivonen 2004). Knowledge is the basic concept in the world. Phenomena of knowledge is taken at the end of 1970's, after some time in the 80s, with the stance of knowledge and its competition in Organization to support, its value becoming double. In order to improve performance of any Organization, Knowledge Exploring is one of most significant field (Andarati 2012). Research on the effect of knowledge on imagination is applicable for accepting the organizational learning sub-process of knowledge creation. (Argote & Miron-Spektor 2011)

Organization Support:

According to Destek, Ozsaygi and Baghhk (2010), the organization support is an exchange of working of employees that puts his or her effort of working and the employers give him his benefit which the organization offers him. The understanding between employees and organization is a very important thing in the organization support. Dawley, Andrews and Bucklew (2008) explain the role of the organizational leader that must be addressed in the organizational support program, including job conditions and rewards. Rhoades and Eisenberger (2002) both have pointed out that the employee must express his views and discuss each important thing to make his interest in the organization. As an indication, the employee's view is given a favorable or unfavorable treatment on the basis of the organization's personification. (Jing-zhou, Xiao-xue and Xia-qing); the people that are in charge are not only managing the organization but also dealing with employees, to entrust them with the organization goal, objective, vision and mission. Then the leader can support organization with the help of employees. (Gantasala and

Padmakumar).

Transformational leadership, perceived organizational support, perceived supervisor support and employee engagement are ingredients to achieving a committed and satisfied workforce (Makani and Marche 2012). The framework of the study is from prevailing proposition of the literature at KIOs and also using of survey knowledge.

Knowledge Exploration:

Alan T. Burns, William Acar and Pratim Datta (2011) have determined the effects from organizational complexity and temporal locus of leaning on the exploration and sharing of knowledge which are examined through case study of four main projects in strong manufacture. They also explain the difference between before and after shared knowledge i.e: learning-before-doing over learning-by-doing importance, which is the case study of their paper. They explain three dimensions of exploration knowledge: depth, action and scope.

Zamiri, Mohamed and Baqutayan (2012) explain the Knowledge Exploration to share the information and experience with the help of technology and globalization. Computer Support Collaborative Learning (CSCL) is more helpful for students to give a supported environment. CSCL is a computer software that provides notes of lecture, shared work space, communicative environment, class test, class presentation and student evaluation score. The most important advantage of this software is the exploration of the knowledge in the world.

Donate and Guadamillas (2011) both explain the exploration of knowledge with the help of knowledge-centered culture, knowledge-oriented leadership and knowledge-centered human resource practice. In order to get a high level of result from knowledge exploration the managers should place attention on the above three things. Emerald Group (2004) defined knowledge as a central thinking that can be presented and can be easily understood in range of knowledge

management. With the help of knowledge exploration, they describe four ways to view knowledge i.e. ontological, epistemological, commodity, and community.

Methodology:

The method which was used for sampling is as follows. A primary data technique was used to collect the data for analyzing the research; 100 questionnaires were used for the relationship of organization support and knowledge exploration. Only self-administered questionnaires were used for primary data collection. Out of 100 samples, 94 samples were received back. 94% was the response rate of the samples. The questionnaire was limited with a total of 7 items at which Organization Support was containing 4 items and Knowledge Exploration - 3 items.

Model of the Study	
Knowledge Exploration	→ Organization Support
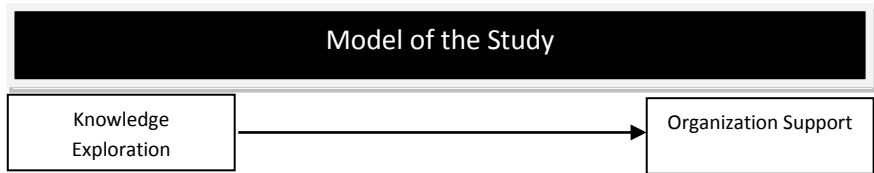
		Frequency	%age
Gender	Male	80	85.1
	Female	14	14.9
Age	15-24	86	91.4
	25-34	6	6.3
	35-44	2	2.1
Education	Bachelors	92	97.9
	Masters	2	2.1
	M.phil.	-	-
	Ph.D.	-	-
Experience	1-4	-	-
	5-9	-	-
	10 & above	-	-

Table: 1: Demographics

Results and discussion:

1. Correlation Analysis:

The correlation between two variables, namely Organization Support and Knowledge Exploration, was checked and resulted in the correlation matrix as given below. According to correlation analysis both variables are highly correlated with each other. All over in analysis, Organization Support will be denoted by OS and Knowledge Exploration will be denoted by KE.

	OS	KE
OS	1	.420**
KE	.420 **	1

**Correlation is significant at 0.01level
Table: 2: Correlation Matrix

Above table shows correlation matrix. With the help of correlation matrix OS is highly positively correlated to KE at the level of significance, 0.01.

2. Regression Analysis:

Second step, Regression Analysis was used for testing hypothesis of the study. In order to examine the **H1** and **H0,** Organization Support was run in Regression analysis as independent variable and Knowledge Exploration was run as independent variable. Results are given is table which are as follows:

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.821	.279		6.520	.000
	KE	.349	.079	.420	4.445	.000

Table: 3: Coefficients[a]
a. Dependent Variable: OS

The above table shows that the coefficients of Knowledge Exploration are 1.821 which is positive and highly significant at 0.01 significance level.

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