

Dentify And Prioritize The Dimensions And Components Of Measuring The Status Of Knowledge Capital In A Defense Organization

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Abstract

The main purpose of this study is to identify and prioritize the dimensions and components of measuring the status of knowledge capital in a defense organization. To achieve this goal, research in the field of knowledge capital and the opinions of organizational experts were analyzed. The research method in the present study is combined in terms of approach (qualitative and quantitative) and applied in terms of purpose. Also, in terms of data collection, it is a descriptive-survey type that is made by a researcher using a questionnaire and is specifically based on structural equation modeling and confirmatory factor analysis. In the qualitative section, semi-structured interviews and the use of six-stage inductive thematic analysis by Clark and Brown with 9 organizational experts were used to localize the research components. In the quantitative part, the statistical population was purposefully selected on 60 officials of the Deputy of Knowledge and Research of a defense organization. Finally, 60 questionnaires were distributed and 100% returned. Smart PIs software was used for data analysis. The Cronbach's alpha value of the questionnaire was 0.932. The final research model consisting of 3 dimensions, 11 components and 32 indicators was prioritized. The results of the study in the final model by confirmatory factor analysis show that the knowledge capital model is composed of human, organizational and communication capital dimensions. Also, the organizational capital dimension with a path coefficient of 0.439 has the most explanation compared to the knowledge capital model. Finally, based on the research findings, **the necessary** suggestions for improving and exploiting the status of knowledge capital in the desired defense organization were presented. Keywords: Meta-Analysis, Suicide, Conscripts, Naja.

Keywords: Knowledge Capital, Human Capital, Organizatuon Capital, Communication Capital.

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