**   *

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(.   -

(300)

:   .(% 85.3)   (253)

.   .1

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.3

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:   .

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.(Mathew,   2008)

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.   *

ababnehr@yahoo.com

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.2013/7/7   2013/2/14

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(Hofstede,1991)   .2013)

.   (Singh et al, 2006;   Rupple and Harrington,
.2001)

(2008)

.(2002   )

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De Long   and Fahey,)   .
.(2000

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.4   (Luo and Lee,

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.(Nonaka, 1991; Argote & Ingram, 2000)

:

(0.05 ≥α)   (Hurley & Green, 2000)

.

)   .

:   (2003

(1)

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(Singh et al, 2006)

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المتغير التابع   المتغير المستقل

الثقافة البيروقراطية

إدارة المعرفة

o اكتساب المعرفة   الثقافة الابداعية
o تخزين المعرفة
o نقل المعرفة   ثقافة المهمة
o تطبيق المعرفة
                          الثقافة الداعمة

الثقافة التنظيمية

*   :(1)

*

)   :
(

(8)   .
.

(   )   .
(300)
.(1)   :

(1)

	56	69	
	19	25	
	30	33	
	35	37	
	37	39	
	25	30	
	26	32	
	28	35	
8	**256**	**300**	

.   :

.   (253)
:   (300)   (256)
.(% 85.3)

(3)

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.(2008   )

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:

(46)   :

.   2007   (30)

:

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(4)   (5)   :

.   (2)   (3)

.   (1)

:   .   (X)

:

(Bishop et. al, 2008)

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Prajogo & Mc)

(Gibson et. al, 1994)   .(Dermott, 2005   (0.84)   (0.90)

.   (0.77)   (0.82)

.(0.96)

(2005)   .

2.5   :

.   5-3.5   3.5

.   SPSS

(2003)   .

1. (Process culture)

.(Hofstead, 1991)
(1995)

2. (Task culture)

3. (Role culture)

:

(Laiand Lee, 1983)   (2000)
2007; Wallach,.   (Wallach, 1983)   .
)
(

:   :
:   .1

(Wiig, 1993)   .(Drucker, 1999)   .
:   .2

(Allee, 2000)

(Fearnley& Horder, 1997)   .   :   .3

(Skyrme ,1997)   .   (2001)
:

‎.4‎ :

‎(Bishop et. al, 2008)‎ .

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‎(Polanyi, 1966)‎ :(2005)

‎.1‎ : .

‎(Tacit Knowledge)‎

Explicit . .

‎(Knowledge)‎ (flat)

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: .

‎.2‎ : .

‎:(Wiig ,1993)‎

‎.1‎ :

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‎(1988.‎

‎.3‎ : ‎.2‎ :

Internet

Browsers

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‎(2002.‎

‎.4‎ :

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(2007)

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(2007   )

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.   .

(2007   )   :

(2005)

.(   )

(Ababneh, 2008)

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%59

.   (2005   )

)

(

.   .

(2005)

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(2005   )

(2008   )

(430)

.   .

(2010)   (2006)

–   –

(72.9 %)   .

(Lopez, et. al, 2004)   .   (2011)   .

.   .

(Singh, et. al, 2006)   .

:

.   (De Long and Fahey, 2000)
(24)

.   (Lai & Lee,2007)
Kylberg &Lundberg,)   .
Griner, et. al,)   .   (2002
(2007

.   .

(Ladd & Mark, 2008)

(Task-
Orientation)
Holowetzki,)   .
(2002
(Ahmadi et. al, 2012)   .
2002 -1998
(Payame Nour University)   .
.   :

.

Mushtaq et al,)   .
.(2013

.

(Molina &Yoong, 2003)

.

(%35.2)

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Alavi, et. al, 2006; Ladd &)
(5)   (%60)   .(Mark, 2008
(3)
(1)   .

)   (%92.5)   .
(% 7.5)   (

.

.
(125)   16
.   (% 49.4)
(11)   (%58.9)
(149)

.

.

.
(% 62.1)   (157)
:
(% 37.9)   (96)

:   .
" :
.
"   (45 –30)
.(% 65.6)   (166)
(%41.5)

(3.35)   (2)

(3.18)   .

(3.73)

(0.84)   (2.93)

.   .(0.65)

(2)

	.65	3.73		1	1
	.81	3.35		3	2
	.77	3.18		4	3
	.84	2.93		2	4

.

":

"

(3)   .

(3.16)   .

.(0.80)

.

(3.19)

.(3.13)

.

.

(3)

	.91	3.19		4	1
	.80	3.16		1	2
	.88	3.16		2	2
	.84	3.13		3	4
	.80	**3.16**			

:

" (≥α)   .(0.556)

(0.05   (α≤0.01)

(0 .556)   ."

(4)

.

(0.773)   (0.773)

(0.761)

.   (0.713)

(4)

.713*	.652*	.718*	.518*		
.000	.000	.000	.000		
253	253	253	253		
.711*	.647*	.712*	.512*		
.000	.000	.000	.000		
253	253	253	253		
.712*	.688*	.735*	.525*		
.000	.000	.000	.000		
253	253	253	253		
.697*	.658*	.708*	.514*		
.000	.000	.000	.000		
253	253	253	253		
.761*	.713*	.773*	.556*		
.000	.000	.000	.000		
253	253	253	253		

*   (0.01).

.713)

(0

.(0.01 ≥α)

.   (4)

.

(0.01 ≥α)

(0 .761)

.

"   .

Laio(2007) (2008)Ababneh

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(5.602)   (0.326)

(0.000)   Delong & (2006)

Lopeze & Lai & Lee, (2002) Fahey, (2000)

.   (0.326)   Ladd & Mark,   Peon, (2004)

Lopeze & Peon, Holowezki,(2002) (2008)

(3.439)   (0.191)   .Ladd & Mark, (2008) (2004)

(0.001)

(0.191)

.

188.874   (0.05)

.   0.000

:

(5)   .

%69.1

.   .

.   (0.401)

.   (0.000)   (7.330)

.   (0.401)

(5)   .

.

(5)

43.6	79		1
23.8	43		2
19.3	35		3
13.3	24		4
100%	181		

(3.19)   (0.91)

(3.16)   (0.80)

(0.88)

.

(3.13)   (0 .84).

:

1.   (0.773)
(0.761)

(3.37)

(0.65)   (0.713)

(3.35)

(0.81)   .(0.556)

(3.18)   3.   )

(0.77)   (%69.1

.

(2.93)   (0.84).   %59.6   .

2.   %8.4
%1.3   .

(3.16)   (0.80)   .

4.

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(2007)

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http://hdr.undp.org/en/reports/global/hdr2007/20
08/news/arabstates/title,6718,en.html
(2005)

(2006)

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The Role of Organizational Culture in Supporting Knowledge Management in Public Hospitals in Jordan

Raed Ababneh*, Majed Hatamleh**

ABSTRACT

This study aimed to recognize the role of organizational culture(bureaucratic, creative, task, and supportive), in supporting knowledge management(acquisition, storing, transferring, and applying) in public hospitals located in Irbid governorate-Jordan. The study population consisted of all public hospitals in Irbid governorate by distributing (300) questionnaires to all supervisory positions′ holders. The number of returned questionnaires was (253) with a percentage of (85.3%). The study concluded with the following: The dominant type of organizational culture is the bureaucratic. Knowledge management was at a middle level of practice, and the highest practiced dimension was knowledge applying, while the lowest one was knowledge transferring. The study reported a positive correlation relationship between the organizational culture types and knowledge management dimensions; the strongest relation was between knowledge management and the creative culture, while the weakest was between knowledge management and bureaucratic type. Finally, the study recommended adopting an innovative organizational culture which supports the success of knowledge management project and applying knowledge in away that will lead to improve services provided to citizens by motivating and encouraging employees.Also, the study recommended establishing information systems, using up-to-date technology, and conducting training courses and workshops to utilize knowledge management effectively.

KEYWORDS: Organizational Culture, Knowledge Management, Public Health Sector, Jordan.