

The Study of Rrelationship between Employee Voice with Knowledge Sharing

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Extended Abstract

Sharing knowledge is considered a voluntary and optional work in which a person's knowledge is transferred to others in a comprehensive and efficient way. Accordingly, knowledge will be reachable to everyone and people can share their common experiences and targets, and also exchange their ideas and information (Ipe, 2003). Organizations need to consider how elitism and knowledge are transferred from elites to naive employees who are, in fact, in need of the knowledge. Therefore, it's not sufficient to have the knowledge in an organization, but to exchange I to others to provide them with the possibility of learning from elites which, finally, leads to a useful function (Cross & Sproull, 2004).

Organization voice means the whole tendency of an organization members to present their ideas and thoughts in the job process (Detert & Burris, 2007). Recently, it's been especially important for organizations to pay more attention to employee voice. That's because employees' ideas and thoughts, in one hand, can solve many organization problems, and on the other, it would reflect their interests and expectations to the management (Van Dyne & Le Pine, 1998).

If people are not able to talk about their ideas and information, and prefer silence, they gradually become stressed, nervous, uninterested, and disappointed which results in lack of job satisfaction and commitment. When employees find their ideas and opinions fruitful to primary changes in their job environment, they would work to benefit their organization. However, the concept of organization voice does not necessarily mean positive ideas by employees. Some aspects of this reflection might be considered as destructive and harmful. Thus, the variables to reinforce the positive aspects of organization voice and to

ruin the negative ones must be taken into account (Doustar & Esmaeelzadeh, 2013).

If sharing knowledge correctly occurs in the education system, it will lead to many advantages and helpful results. Sharing knowledge among teachers in a true way guarantees the development of best teaching methods in education centers and enables them to easily solve their educational problems and difficulties (Zeinabadi & Mahmoudi, 2016). Therefore, the principals of education centers must search for identifying useful factors in sharing knowledge. In fact, the present study focuses on the employee voice. Thus, the main aim of this study is to determine a relationship between employee voice and sharing knowledge the faculty of Sistan and Baluchestan University.

Case study :

faculty members of university of Sistan and Baluchestan.

Materials and Methods

. Research method was descriptive-correlational and the data was collected through a survey. A sample of 183 faculty members were stratified random selected out of a population all faculty members of university of Sistan and Baluchestan. Research instruments included standard questionnaires employee voice and knowledge sharing. To analyze the obtained data, Pearson correlation coefficient and simultaneous regression analysis were used with SPSS21

Discussion and Results

In first step, the relationship between employee voice and sharing knowledge is considered by the Pearson correlation coefficient as it is shown in table 1.

Table 1. The mutual correlation coefficient between employee voice and sharing knowledge.

Variable		Obedient voice	Defendant voice	Altruistic voice
Sharing knowledge	r	- 0.577	-0.409	0.671
	p	0.000	0.000	0.000

According to the above table, there is a negative and significant relationship between obedient and defensive voice and sharing knowledge amongst faculty. But the relationship between altruistic voice and sharing knowledge is positive and significant ($p > 0.001$). The second step used multiple regression in order to predict sharing knowledge base on triple voices above which is shown in table 2.

Table 2. Regression analysis for predicting sharing knowledge base on the triple voices.

	Non-standard coefficients		Standard coefficients Beta	T	Sig
	B	Std. Error			
Obedient voice	-0.122	0.025	-0.329	-4.85	0.000
Defendant voice	0.015	0.032	0.03	0.461	0.645
Altruistic voice	0.511	0.062	0.516	8.3	0.000
$R^2_{Ad} = 0.516$ $F = 65.54$ $Sig = 0.000$ $r = 0.724$ $R^2 = 0.523$					

According to the regression model, the coefficient of determination (R^2) equals 0.523 which means employee voice determines 52.3 % of sharing knowledge variance. Also, the findings show that among employee voice, altruistic voice with β (0.516) increases the amount of sharing knowledge among faculty members. But, obedient voice with β (-0.329) decreases the amount of sharing knowledge among faculty members ($p < 0.001$).

Conclusion

This study with the aim of determining the relationship between employee voice and sharing knowledge amongst the faculty members of Sistan and Balouchestan University. The results of the study showed that there is a negative and significant relationship between obedient and defendant voices and sharing knowledge among faculty members, while there is a positive and significant relationship between altruistic voice and sharing knowledge among faculty members ($p < 0.001$). This means that as the obedient and defendant voice among faculty members increases, the sharing knowledge decreases, whereas the enhancement in altruistic voice among faculty members leads to increase in sharing knowledge among them. Also, regression findings revealed that employee voice determines 52.3 % of sharing knowledge variance. In employee voice, altruistic voice increases sharing knowledge among faculty members while obedient voice decreases sharing knowledge among faculty members ($p < 0.001$). According to the findings of this study, it is suggested to the chairpersons in universities to avoid dictator leadership, and mostly tend to moral leadership. That is because employees under a dictator leadership reveal worrisome on expressing their ideas and thoughts. In other word, dictator leadership controls faculty voice.

Keywords: Acquiescent Voice, Defensive Voice, Prosocial Voice, Knowledge Sharing.