

## **The Relationship Between Knowledge Management and Organizational Entrepreneurship in the Youth and Sports Ministry of the Islamic Republic of Iran**

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**Abstract:** The aim of this study was to investigate the relationship between knowledge management and organizational entrepreneurship in the Ministry of Sport and Youth of the Islamic Republic of Iran. This research has purpose and descriptive-correlation and it was carried out. The population included all experts of the Islamic Republic of Iran's Physical Education Organization, a total of 299 people, according to estimates by experts as our sample volume 194. Knowledge management questionnaire to collect data from both Lawson and entrepreneurship Marguerite Elizabeth Hill was used. To collect the data, descriptive statistics Kolmogorov-Smirnov Vamarastnbaty considering normal distribution and Pearson correlation test was used. All statistical analyzes were performed using SPSS Software and Exel. According to research findings between knowledge management and organizational entrepreneurship. There is a significant component of its Based on the results, it should be stated that special attention to knowledge management and continuous efforts to improve it as a competitive advantage in the 21st century, organizations to achieve their goals and lead to the capacity for entrepreneurship and improve current processes of the organization will be more successful.

**Key words:** Knowledge management, entrepreneurship, employee, Youth and Sports Ministry, questionnaire

### **INTRODUCTION**

Although, managers are doing things by the special called knowledge-based tools to manage the organization. Decision maker in the organization of an information processor. A director is well aware The ability of the acquisition, storage, processing and display of accurate information in making the right decisions is crucial and thus the importance of knowledge and information is clearly evident. In the field of knowledge, recent advances in information technology, data management costs are significantly reduced. These developments are the concepts of a learning organization, knowledge organization and knowledge management literature has management and organization. Knowledge is a potential source of soft discovered other sources and inputs makes the eternal and everlasting. At the present time the only way to sustainable development and wealth creation, training knowledge.

At present, the concept of knowledge is so changed that many scholars of management in the organization, a new chapter in the management as "knowledge management" have opened. Categories of knowledge and knowledge management in organizations opens gradually replaced. Today, managers know, machinery, equipment and buildings can not be the main asset of an organization take into account. What is considered as an important asset of each organization, organizational knowledge and it made proper management of competitive advantage for the organization and will finally vanquish competitors

(Akhavan and Jafari, 2005). A new wave of change in society, new technologies and innovation organizations in accordance with the new situation is leading to acceptance. Mission and its goals, the organization must practice innovation and entrepreneurship in other words, pay. Entrepreneurship can occur in goods and services, hence the organization to take appropriate action to overcome environmental challenges require organizational entrepreneurs entrepreneurs (Moghaddam *et al.*, 2015). In today's world, innovation and entrepreneurial thinking and its use in organizations is inevitable. As birth and death of enterprises to insights and capabilities depend founders. Their growth and survival factors such as ability, creativity and innovation of human resources depends. Today, organizations can no longer run a few creative people and entrepreneurs and entrepreneurial projects to an organization agile, flexible, low-cost Frstgra become but should provide conditions to all employees benefited from such entrepreneurial spirit And can be easily and individually or collectively, to implement their entrepreneurial activities (Madjar, 2005).

**Theoretical foundations:** Knowledge is the most important asset of any organization and an organization that is more than this gift certainly better deal with challenges in the areas of competition and will be more successful.

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At the present time, there are people knowledge on to compete in the economic globalization and the success and failure of companies today depend on the quantity and quality of their knowledge and expertise.

Most organizations have accepted that as the only sustainable competitive advantage, must rely on their employees and to improve the knowledge, skills and capabilities they pursued. Thus, the survival of organizations in the competition to maintain, develop and exploit the capabilities of its employees have been subject and an organization that fails skills, knowledge and develop their knowledge and increase the efficiency of its use, not able to properly develop any of its own resources. Knowledge management, process creation and sharing, transfer and retain knowledge In such a manner that it can be used effectively in the organization (Hoffman *et al.*, 2005). The study of knowledge management strategy, process and technology to business, selecting, organizing, decision and application expertise. And vital information for business decisions to improve the quality and efficiency of the organization (Kaweevisultrakul and Chan, 2007). Also, the process that gives organizations the information and knowledge they master important part of organizational memory and usually in an unstructured format was in a form and manner that can be exchanged between people exist and knowledge is a form of capital across the entire organization to successfully expand organization (Lai and Lee, 2007).

The concept of knowledge as a critical resource in the world economy has been emphasized. Recently in strategic management, focus on the concept of what an organization knows now and whatever organization to know where to compete and how to be compliant to the requirements necessary facilities are concentrated.

In such a situation the concept of knowledge management as a management tool to achieve organizational goals makes sense. Strategic knowledge management to create, access and support is a critical source of knowledge (Seifi *et al.*, 2014). The concept of a learning organization with issues related Danrsh. Learning, business process and application of new skills. Learning vital element in the development of innovation for organizations is ongoing. Learning organization, knowledge and experience creates and the way it is used.

An organization that is not developed their capacity to learn by changing the fights. Learning pace of change increases and causes the organization to achieve and maintain their competitive advantage. As a result of this discussion is that the central task of knowledge management based learning environment and conditions STI policies in which employees are able to lead active forms of learning and exchange or sharing of knowledge and wisdom with colleagues, References and other related

industries. By applying this technique, physical strength, mental strength and intellectual people can take the form of organization becomes and be presented as capital (Seifi *et al.*, 2005). Then, some started to think not only of their presence within their organizations but were looking for mechanisms that can make the whole organization and your company have such characteristic And subsequently attempted to model this kind of entrepreneurship that entrepreneurial say, they.

Process by which elements of creativity and innovation of its main components which make it play a major role in the development. From an organizational perspective, entrepreneurship is about to see the thinking and new initiatives to improve the quantity or quality of the organization, (e.g, new product offerings, increased productivity, new products and services) including indicators suitable for the development of entrepreneurship, including leadership, teamwork, managers sufficient support creative and innovative people,

Suitable reward system and encourage employees to be creative and risk-taking (Zadeh, 2002). Encourage entrepreneurship and organizational practices within an organization is taking advantage of people in a way that people think and better able to do things in a different way.

People with entrepreneurial spirit, personality and tastes different from the others. These people, people risk taking, enterprising, practical, creative and innovative are often emotional needs, your character in order to establish and own businesses in their leadership.

In fact, exercise through sport and create demand for goods and services more attractive to communities, provides the context necessary for entrepreneurship development Business and entrepreneurship through the creation of sports and fitness equipment manufacturing, providing services to businesses develop sports and sports, to help develop the sport. For entrepreneurial development in the sports sector and structural factors promoting the development of sport must be recognized and based on that target different aspects of entrepreneurship in the field of sports to create the structures and promoting the development of entrepreneurship was planned sports.

Certainly the role of knowledge management in the field of physical education as a social phenomenon Education and physical health, especially in professional sport, the sports industry and commerce is no secret If this phenomenon is well known and vital, given that, as with other social and economic issues such as Education, Industry, Agriculture and matters such as education, nutrition and health have such a strong support to advance the goals of the mission that can be The increase is needed for entrepreneurship and empowerment, people are attracted to the Ministry of

Youth and Sports knowledge management coordinator and this coordination will more favorable conditions to increase the staff in the Ministry of Sport and Youth Entrepreneurship arise. On the other hand, researchers attempted to answer the central question in research. Whether between knowledge management and organizational Bakarafryny component of the Youth and Sports Ministry of the Islamic Republic of Iran relationship exists or not?

**Litreature review:** Taleghani study aims to investigate the relationship between knowledge management and entrepreneurship in the Department of Education found that: there is a significant relationship between knowledge management and entrepreneurship. There is a significant relationship between knowledge and entrepreneurship, there is a significant relationship between participation and entrepreneurship Gzaransh, there is a significant relationship between the use of knowledge and entrepreneurship.

Raz *et al.* (2012) aimed to investigate the relationship between knowledge management and development of entrepreneurship in vocational academy found that a significant relationship between knowledge management and business development as entrepreneurs in technical and vocational schools there. There is a significant relationship between knowledge and career development and there is a significant relationship between insight and business development (Raz *et al.*, 2012).

Matin *et al.* (2013) study aims to investigate the effect of entrepreneurial teeth stuck on knowledge management in SMEs found that a significant positive relationship between risk-taking and knowledge exist between risk-taking and knowledge transfer, saved there is a significant positive relationship-building and application of knowledge.

Between innovation and knowledge management components and there is a significant positive relationship between active and there is a significant positive relationship factors and knowledge management processes and variable risk-taking, innovation and being active can predict changes in knowledge management (Matin *et al.*, 2013).

Khosravi and Ismaili (2013) (study aims to identify the knowledge management components and their effect on entrepreneurship in the social security general office of qom province, found That: There is a significant relationship between knowledge management and organizational entrepreneurs. There is a significant relationship between corporate entrepreneurship. organizing knowledge and significant relationship between knowledge and organizational entrepreneurship significant relationship between student performance and organizational entrepreneurship implement

significant relationship between knowledge and entrepreneurship, there are organizational (Khosravi And Esmaili, 2013).

Vazifehdust *et al.* (2014) study was a comparison between knowledge management and entrepreneurial culture based on competitive advantage of manufacturers found that there is a positive relationship between entrepreneurial culture and competitive advantage, Impact on competitive advantage, knowledge management and its components acquire knowledge, exchange of knowledge, implement the knowledge and protection of knowledge has a significant relationship with a competitive advantage, knowledge management towards entrepreneurial culture has a strong influence on the company's competitive advantage.

Bojica and Fuentes (2012) in a study as access to knowledge and entrepreneurship: insights from small businesses and medium-sized Spanish ICT sector aimed to investigate the effect of environmental factors or internal to the organization found Kh-significant moderating effect on the relationship between corporate entrepreneurship knowledge and performance but does not have a direct impact on performance and lower levels of knowledge leads to better results and higher levels of entrepreneurial companies for higher levels of knowledge, Increased levels of corporate entrepreneurship and corporate performance decreases..

Mirza and Ali (2011) found that; the maturity /knowledge management awareness meaningful relationship with institutional investors, foreign, social, technological and human capital is significantly sustained growth with a turnover of maturity/awareness knowledge management, size enterprise, entrepreneurship, innovation and demographic characteristics such as demographics and related work experience (Mirza and Ali, 2011).

Lopez-Nicolas and Merono-Cerdan (2011) study entitled Impact Knowledge Management Strategy on Organizational Innovation and Performance in the agricultural jihad organization of chaharmahal va bakhtiari province has done. According to the research, knowledge management strategies (customized documentation) directly and indirectly through the mediating variable of organizational innovation as well as their positive effects on organizational performance.

Karlyna and Angel study entitled Strategic Knowledge Management: organizational innovation and performance are studied. According to the study, knowledge management strategy) written and personalized (installed on organizational performance directly and indirectly by increasing the ability to innovate influence.

Tan study examined the direct and indirect effects of entrepreneurial orientation, customer-oriented attitudes and knowledge on the performance of participating companies offer cosmetics industry in China, reached the following conclusions:

Active and reactive dimensions of entrepreneurial orientation helps to firm performance; oriented customer orientation and sharing Gzaransh direct and positive impact on firm performance, moderating role of knowledge sharing on the relationship between entrepreneurial orientation and firm performance was confirmed (Kiessling *et al.* 2009).

Timothy in their study stated, Inc. through increasing the likelihood of successful innovations can have access to knowledge resources and a wide range of innovative objectives and knowledge resources associated with successful innovation, knowledge management will also have a positive impact on organizational outcomes, improving products and advancing employees. Darroch (2005) in a study titled knowledge, innovation and performance institute has done. The findings of the present study a positive relationship between all three components of knowledge acquisition, knowledge dissemination and responsiveness to knowledge innovation.

Keane *et al.* (2007) investigate the impact of knowledge management on the performance and efficiency of the organization have done. The results showed that the implementation of knowledge management and organizational productivity are related. Mhaydyn in research, the role of knowledge management in improving productivity Malaysian University have examined and have concluded that identifies the knowledge, creation of knowledge, knowledge development and dissemination of knowledge, an important factor in knowledge management initiatives and increasing productivity. The task of friends and colleagues showed results that can be codified knowledge management strategies on the Tehran Stock Exchange brokerage firms directly and indirectly (through increased innovation ability) influence. Given the positive impact on innovation and performance management codified knowledge brokerage firms. The result can be designed to executives and academics in knowledge management strategic plans to achieve higher innovation, effectiveness, efficiency and profitability more.

## MATERIALS AND METHODS

**Tools and methods:** The aim of this study is an applied research and the method of data collection-Hmbstgy research is descriptive. The population included all

experts of the Islamic Republic of Iran's Physical Education Organization. A total of 299 people, according to estimates by experts as our sample sample volume 194. Sharan knowledge management questionnaire to collect data from two Lawson with 38 questions and entrepreneurship Marguerite Elizabeth Hill with 13 questions was used. That its validity was approved by experts related and sports science professors. And the reliability of the questionnaire using Cronbach's alpha was calculated as 0.96 and 0.89. To collect the data, descriptive and inferential statistics including Kolmogorov-Smirnov test for normality of distribution and Pearson's correlation was used. All statistical analyzes were performed using SPSS Software and Exel.

## RESULTS AND DISCUSSION

About 56% of female respondents and 43.9% of the respondents were men. 69.8% were married, 30.2% were single data. About 73% of respondents are <40 years; 22% were between 41 and 50 years old and only 5% are older than 51 years representing the youth of the experts is the youth. About 65% of respondents had a bachelor's degree, 16% have an associate's degree, 13% Diploma, Masters or PhD 6% and this suggests that most employees are educated people. About 39% of respondents between 6 and 10 years, 34% between 11 and 15 years, 13% between 16 and 20 years, 11% <5 years and 3% are over 20 years of experience and this shows that the majority of the organization is the youth. About 51% of respondents in field of study Physical Education and Sport Sciences and 49% in other disciplines have studied.

**Inferential findings:** Statistical tests should be performed before the normal distribution of data to select appropriate test method became aware; in order to achieve this goal Kolmogorov-Smirnov test was used. To investigate the alleged normality of the variables are as follows.

According to Table 1, given that all data >0.05 significance level. Therefore, we can say that the normal distribution of data obtained from questionnaires. In order to test the hypothesis of Marparamtryk can be used:

$$\begin{cases} H_0 : p \leq 0 \\ H_1 : p > 0 \end{cases}$$

The hypothesis of this study included 7 bashd hypothesis that Pearson correlation test was used to test the hypotheses. hay data statistical correlation test hypotheses are as follows.

Table 1: Kolmogorov-Smirnov test

Variables	Sig.	Kolmogorov-Smirnov
Knowledge creation	0.192	1.083
Attract students	0.25	1.019
Knowledge organizatio	0.584	0.776
Knowledge storage	0.314	1.856
Dissemination of knowledge	0.279	0.991
Application of knowledge	0.28	0.991
Knowledge management	0.25	1.019
Entrepreneurship	0.384	0.905

Table 2: Pearson correlation test result for the 1st hypothesis

Predictor variables	Criterion variable	Error	r	Results
Knowledge management	Organizational entrepreneurship	0.05	0.656	Not-supported

Table 3: Pearson correlation test result for the 2nd hypothesis

Predictors	Criterion	Sig.	Error	r	Result
Creation	Entrepreneurship	0	0.05	0.68	Not-supported

Table 4: Pearson correlation test for the 3rd hypothesis

Predictors	Criterion	Sig.	Error	r	Results
Organizational	Entrepreneurship	0	0.05	0.531	Not-supported

**The main hypothesis:**

- $H_0$ : Between knowledge management and organizational entrepreneurship there is no significant relationship between the Youth and Sports Ministry
- $H_1$ : Between knowledge management and organizational entrepreneurship there is a relationship between the Youth and Sports Ministry

As shown in Table 2, in the relationship between knowledge management and organizational entrepreneurship correlation of 0.656 and p-value of 0.00. The hypothesis  $H_1$  Hypothesis or  $H_0$  is rejected and confirmed. In other words, between knowledge management and organizational entrepreneurship. There was a significant relationship.

**The first hypothesis:**

- $H_0$ : Between knowledge creation and entrepreneurship, sport and youth ministry staff there is no significant relationship.
- $H_1$ : Ministry of Sport and Youth relationship between knowledge creation and organizational entrepreneurship means there.

As shown in Table 3, may be seen in the relationship between knowledge creation and organizational

entrepreneurship correlation of 0.680 and p-value of 0.00. The hypothesis  $H_1$  or  $H_0$  is confirmed In other words, the relationship between knowledge creation and organizational entrepreneurship means, there is significant relationship.

**The second hypothesis:**

- $H_0$ : Between knowledge management and organizational entrepreneurship among the Youth and Sports Ministry there is no significant relationship
- $H_1$ : Between knowledge management and organizational entrepreneurship, there is a relationship between the Youth and Sports Ministry

Table 5: Correlation test

Predictors	Criterion	Sig.	Error	r	Results
Dissemination	Entrepreneurship	0	0.05	0.541	Not-supported

Table 6: Correlation Test

Predictor	Criterion	Sig.	Error	r	Results
absorption	Entrepreneurship	0	0.05	0.527	Not-supported

As shown in Table 4, the relationship between knowledge management and organizational entrepreneurship correlation of 0.531 and  $p < 0.00$ . The hypothesis  $H_0$  is rejected and  $H_1$  hypothesis is confirmed. In other words, between knowledge management and organizational entrepreneurship. There is a significant relationship.

**Third hypothesis:**

- $H_0$ : The dissemination of knowledge and organizational entrepreneurship among the Youth and Sports Ministry, there is a significant relationship
- $H_1$ : The dissemination of knowledge and organizational entrepreneurship among the Youth and Sports Ministry, there is a significant relationship

As shown in Table 5, published in the relationship between knowledge and organizational entrepreneurship correlation of 0.541 and p-value of 0.00. The reject the hypothesis  $H_0$  and  $H_1$  hypothesis or the hypothesis is confirmed. In other words, the dissemination of knowledge and organizational entrepreneurship, there is a meaningful relationship.

**The fourth sub-hypothesis:**

- $H_0$ : The absorption of knowledge and organizational entrepreneurship among the Youth and Sports Ministry, there is no significant relationship
- $H_1$ : Ministry of Sport and Youth relationship between

the absorption of knowledge and organizational entrepreneurship means there is

As shown in Table 6, it observed that the relationship between knowledge and organizational entrepreneurship correlation of 0.527 and p-value of 0.00. It is, therefore rejects the hypothesis  $H_0$  and  $H_1$  hypothesis or the hypothesis is confirmed. In other words, there is a significant relationship between knowledge capture and organizational entrepreneurship.

**The Fifth hypothesis:**

- $H_0$ : Between supply knowledge and organizational entrepreneurship among the Youth and Sports Ministry, there is no significant relationship
- $H_1$ : Between supply knowledge and organizational entrepreneurship among the Youth and Sports Ministry there is a significant relationship

Table 7: Correlation test

Predictors	Criterion	Sig.	Error	r	Results
Supply	Entrepreneurship	0.00	0.05	0.518	Not-supported

Table 8: Correlation test

Predictors	Criterion	Sig.	Error	r	Results
Application	Entrepreneurship	0.00	0.05	0.541	Not-supported

As shown in Table 7, may be stored in the relationship between knowledge and organizational entrepreneurship correlation of 0.518 and p-value of 0.00. The hypothesis  $H_0$  is rejected and  $H_1$  hypothesis or the hypothesis is confirmed. In other words, there is a significant relationship between supply knowledge and organizational entrepreneurship.

**The sixth hypothesis:**

- $H_0$ : The application of knowledge and organizational entrepreneurship among the Youth and Sports Ministry, there is a significant relationship
- $H_1$ : The application of knowledge and organizational entrepreneurship Ministry of Sport and Youth, there is a significant relationship

As shown in Table 8, it applied in the relationship between knowledge and organizational entrepreneurship correlation of 0.675 and p-value of 0.00. It is, therefore rejects the hypothesis  $H_0$  and  $H_1$  Hypothesis or the hypothesis is confirmed. In other words, the application of knowledge and entrepreneurship, there is a significant relationship.

The findings showed that between knowledge management and knowledge-creation of its components, organization, knowledge dissemination, knowledge capture, knowledge accumulation and application of knowledge of entrepreneurship, Ministry of Sport and Youth Islamic Republic of Iran, there is a significant

positive relationship. The results of this study emphasize that the knowledge management and knowledge-creation capacity, Knowledge management, knowledge dissemination, knowledge capture, storage and application of knowledge in employees' knowledge improved, entrepreneurship will also be possible to improve and vice versa. The reduced amount of knowledge management in the field of entrepreneurship will be reduced. Therefore, since a public organization established to provide social benefits to be allowed its employees have the knowledge to be able to meet public needs. However, knowledge management benefits of sport and youth will bring a lot to the organization. In addition to improving the quality of work having updated information and improve decision-making, knowledge management helps the organization better able to respond to clients needs. In organizations, there are many employees and If abilities, thinking, mentality and abilities of employees to become optimal performance, the smooth, profitable and will be superior.

**CONCLUSION**

Organizational excellence depends on the excellence of the staff, namely to have excellent organizational and excelled. First, employees must be pre-eminent and exalted the excellence of the staff, the excellence of the organization and continue to start. Excellence and excellence staff develop a mental capabilities, intellectual, attitude and knowledge can be acquired. Accordingly, it is necessary organization, work for systematic development of human resources and applied to pursue. Today, knowledge in any organization such as the driving force for the organization which are all in the light of knowledge and a background knowledge of all activities can be called. Educational workshops to promote interdisciplinary knowledge of all these factors will help. The progress and the result of entrepreneurial knowledge management in organizations is increasingly.

**RECOMMENDATIONS**

- Forming the core of knowledge to provide point-thinking and innovative solutions to improve administrative processes
- The financial and moral support, within the rules of the activities that led to the transfer of tacit knowledge of employees to other employees
- To provide appropriate space where employees can work with peace of mind away from the stress of assignments to the action, In this way, the field work necessary to transfer knowledge acquired Ruberoid provided
- The use of new technologies for business intelligence, knowledge transfer and registration in a

way that is it possible for each employee To better and more efficiently than using them to take action

- Encourage employees to do the work team to enhance individual learning and organizational learning, ultimately, to provide better quality services and duties.
- The proposed adoption of innovative dozens of employees and their patience in the face of failure as a result of entrepreneurial activities
- Upgrade regulations on the creation and dissemination of knowledge

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