

# Developing the organizational culture according to the implications of knowledge management trust

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## **ABSTRACT**

*Organizational culture plays a prominent role in achieving the requirements of the study side, and this is often the result of the amount of real knowledge of reality, which extends from the amount of scientific achievement of the person and this correlation is direct whenever there is scientific knowledge, the more culture in society, and in the light of the results we concluded that the person Have a scientific follow-up able to explain the vocabulary more clearly than others and this talk documents the nature of the direct relationship between organizational culture and the amount of scientific knowledge.*

**Keywords:** *organizational culture, knowledge management, scientific indicators.*

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## **Introduction**

The term organizational culture in the Arabic language belongs to the verb (cultures) and the cultures of the object, ie, the deletion and understanding of the term. It is important to differentiate between science and culture. Science is a structured cognitive structure that enables us to understand and interpret the environment in which we live and then predict and control variables. This knowledge is reached by man in different ways, such as experience and scientific research. Literacy does not belong to a people without another or a nation without another. Culture often writes the characteristic of privacy in that it broadcasts from the history of the crisis and its knowledge to form a special way of life and then communicates to it. The culture of the general public in terms of the intellectual person knows the knowledge of different knowledge, including science, knowledge, etc. The world is specialized in a particular aspect and may not mean to know in other aspects and must be considered to deal with science to benefit society through the three basic components are scientific processes and product Science Scientific Trends Scientific culture is an essential part of the general culture and is necessary to develop the capabilities of young individuals, especially to absorb the concepts of science and technology and deal with them and make them a behavior and a way of life in this era characterized by what can be called the revolution of science and technology has become a widespread dissemination of scientific culture is a great necessity Importance and vitality in our Arab society, especially facing the enormous challenges, most notably the scientific challenges represented in our scientific lag behind developed societies.

The scientific culture is the preparation of the individual capable of contemporary, which possesses knowledge and master the skills and expresses itself and note that the role of scientific culture reflects the three aspects of the areas of learning science through knowledge, skills and trends, some through the use of technology and others to make decisions or to prepare life, any scientific intellectual He acquires scientific knowledge and uses the processes of science and thinking skills to organize them within his cognitive structure in order to employ them practically in real life situations to become part of practices and behavior to educate with his values trends and help him in decisions.

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The concept of scientific culture, when talking about the mutual impact between science, technology and society, the effects resulting from the application of science in various affairs of life are too many difficult to be classified and classified into two main areas are the effects of science in our physical life and the subsequent changes in social life if reflected in the change Physical life in all areas emerged the effects of that change on human life and social relations of individuals and peoples with each other and changed many social systems is the second area in the impact of scientific progress on human thinking, beliefs and trends has emerged from During the adoption of observation and experience as the basis of scientific truth

The importance of research in the knowledge of the cultural level of university students through its stages of study.

### **Research Problem**

Through the observation of the researchers about the cultural level among the students of the Faculty of Physical Education, the researchers noted that there is a large variation in this concept in addition to that despite the fact that the scale at the university level, therefore, we find the number of them are unable to actually perform such a concept through application in the atmosphere of the college as well There is a variation in the application of this term among college students and even among its students.

When mentioning the word culture comes to mind elements of literary culture such as poetry, story and others and does not come to mind the term scientific culture despite the breadth of the field and the multiplicity of dimensions and relevance to daily life, so I said studies in this area and through the above reasons resorted to the study of this problem to be identified On scientific facts

### **Objectives of the research:**

1. Identify the level of organizational culture among students of the Faculty of Physical Education.
2. Identify the amount of differences in the cultural level of the stages of students of the Faculty of Physical Education.

### **Assumptions.**

- 1- The existence of statistically significant assumptions for the level of organizational culture among the research sample.
- 2 - the existence of statistically significant assumptions in the cultural level between the stages of study of students of the Faculty of Physical Education.

Research methodology and field procedures

### **Methodology:**

Choosing the appropriate method to solve the research problem is one of the important steps that lead to the success of the research, which depends on the nature of the problem and its clarity and availability of correct information about it and distinguishes it from other research problems. Therefore, the researchers chose the descriptive approach in the survey method to solve the research problem as the most appropriate method to reach the research objectives "because it is a method or method of research approaches to address the problem of clear and specific and fixed objectives" <sup>1</sup>.

### **Community and Research Sample**

The research community consisted of (100) students from each stage of study (25) students from the Faculty of Physical Education at Sumer University were randomly selected. The sample is the model that the researcher is working on it, so that the researcher when studying for individuals and communities can not take all individuals or society to study it is very difficult so the researcher selects a specific sample of this community to study <sup>2</sup> and the main purpose of determining the research sample is to represent The results of this research on the total community and chosen by the researchers according

to the objectives of the research, therefore, the researcher had to choose the research community as the research sample and formed their percentage (100%),

### **Steps of building the two standards:**

#### **Defining the organizational culture scale:**

The researchers have applied the organizational culture scale <sup>3</sup> and for the purpose of obtaining a measure that meets the conditions of honesty, consistency and objectivity, it is necessary to follow the correct application procedures since "the application process for any scale goes through basic steps" and in order to identify the areas of the two measurements Which dealt with the cultural role, access to studies, literature, sources and references that relate to the subject of the research, and conducting personal interviews with experts and specialists in this field to get their views and get as much information as possible that enables the researcher to reach the desired goal, Where the measure of organizational culture of (40) paragraph includes the contents of culture with the amount of paragraphs of knowledge of the concepts of culture.

#### **Scouting Experience**

The organizational culture scale was applied to a group of students outside the research sample whose purpose was to.

- Identify the suitability of the paragraphs prepared for this purpose.
- The clarity of the paragraphs of the respondent and the degree of response to them.
- Calculate the answer time and the time it takes to answer the paragraphs of the scale.
- Ensure the clarity of the instructions of the scale.
- Answer questions and inquiries, if any.

#### **Main experience:**

- After the selection of the scale scientifically and after determining the research sample of students, the researchers applied the scale to the members of the sample and the number (140) students.

After the completion of the application was processed the results of the answers according to the search variables as will come in the search results.

#### **Statistical means:**

Statistical coefficients related to the final application of the research were extracted using the statistical package (SPSS) version (19) and the researchers used the following statistical methods.

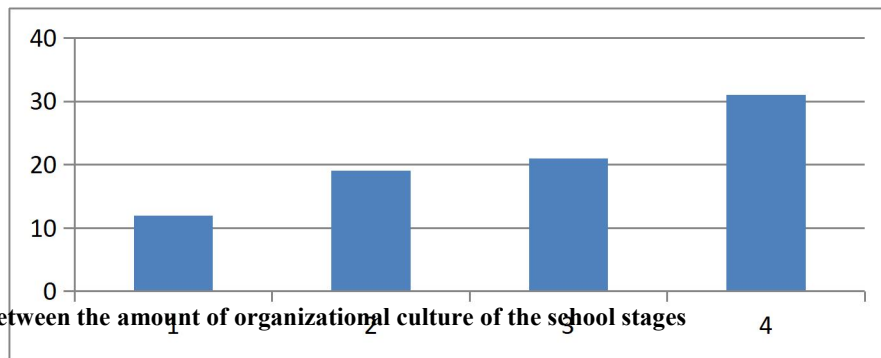
- \* - arithmetic mean - \* - standard deviation - \* - square ( $K^2$ ).

### **3-Presentation, analysis and discussion of the research results:**

3.1 Presentation and analysis of the discussion of the results of the degree ( $K^2$ ) among the members of the research sample:

**Table (1). It shows the arithmetic media, the standard deviations and the degree ( $K^2$ ) of the members of the research sample**

Stages	X̄	S d	Df	Chi-Square	Sig
The first stage	12	0.31	99	2.060 <sup>d</sup>	0.19
The second stage	19	0.62		2.430 <sup>e</sup>	0.05
The third stage	21	0.78		4.600 <sup>b</sup>	0.02
The fourth stage	31	0.55		6.431 <sup>a</sup>	0.01



**Figure (1). Between the amount of organizational culture of the school stages**

Through the results of the research presented in Table (1) and examining the statistical significance of these coefficients starting from the arithmetic mean where it reached the students in the first stage (12) and standard deviation (0.31) while the degree of difference test as shown in the test ( $K^2$ ) was found that The degree obtained for this stage is (2,060).

It is a non-significant significance test. While the mean of the students of the second stage is (19) and standard deviation (0.62) and the score ( $K^2$ ) for this stage (2,430), while the mean of the students of the third stage is (21) and standard deviation (0.78) and the degree of ( While the mean of the students of the fourth stage is (31) and standard deviation (0.55) and the score ( $K^2$ ) for this stage (6,431).

Through the present presentation of the results of the test score ( $K^2$ ), which shows the amount of significant three stages of college students.

The researchers believe that this disparity of the cultural level among the sample members who are college students in its four stages is the result of a set of reasons, including that the cultural level of the student in the first stage, which showed the lack of moral through the degree ( $K^2$ ) The student during this stage needs to practice that seeks to develop Cultural level, which comes through the readability of readings of foreign books and that such an area at the moment, we find that most of the students are not serious about this work, as well as the lack of interests of students at the present time to go to research centers and access to cultural libraries and exercise the role Effective in educating themselves.

The researchers also believe that the amount of moral obtained may be a cultural aspect, but not the concept of general culture, but there are many practices that reflect the cultural side, but not at the expense of the individual possession of culture may be dealing within the atmosphere of the college on another basis, an element of ethics, for example “Most of the daily practices of individuals are the result of family morality,” he says. <sup>4</sup> The researchers also believe that the cultural level of most of our universities is the result of direct contact with many students. Cultural level on A certain level where we find among them the poet, writer, critic and such people who often use cultural vocabulary even through spontaneous dialogues between individuals. This may be a positive aspect that has affected many students within the atmosphere of the college. Positive among individuals ” <sup>5</sup>

The researchers also see that the amount of development of students in the three stages of scientific evidence is another amount of improvement in the academic level as a result of the level of faculty members within the college, which had a prominent role in the development of cultural level among the students of the college.

The researchers also believe that the use of modern methods in teaching methods and the interests of teachers with many of the requirements and duties towards their specializations by giving students the duties that require the student to seek to acquire scientific information through the Internet or the private library within the faculty. Direct access to cultural information acquisition.

### **Conclusions:**

There is a variation in the scores of the research sample. The absence of morale among students of the first stage when applying the cultural scale. The presence of statistically significant differences in the results of the degree ( $K^2$ ) in the three stages.

### **Financial disclosure**

There is no financial disclosure.

### **Conflict of interest**

None to declare.

### **Ethical Clearance**

All experimental protocols were approved under the Directorate of Education Thi -Qar, Iraq and all experiments were carried out in accordance with approved guidelines.

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