

The Relationship Between Knowledge Sharing and Organizational Prosperity: Analytical: Research in The State Company for Electrical and Electronic Industries

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Abstract

The main objective of the research is to investigate the correlation and influence between knowledge sharing and organizational prosperity in the General Company for Electrical and Electronic Industries, and to identify the nature and pattern of thinking prevailing at the different levels in the concerned company, and the extent of its members' participation with each other, consolidating the culture of knowledge sharing and directing it towards achieving organizational prosperity. The data was collected from (166) respondents represented by a purposive sample of senior and middle management, and for data analysis, statistical programs were added. SPSS, AMOS (by adopting appropriate statistical methods). The results showed the validity of correlation and influence relationships at the level of the main variables and sub-dimensions, which indicates the essential role of knowledge sharing to achieve organizational prosperity in the company.

Keywords : *Knowledge Sharing, Organizational Prosperity.*

Introduction:

The third millennium organizations need to flourish in their work and performance due to the rapid dynamic development they are witnessing, which is difficult to control and keep pace with other competing organizations, as change has become a feature of the era, and there is nothing constant, which increases the interest of writers and researchers in finding solutions for organizations and reducing losses to the lowest extent possible, as it reflects the effectiveness of the organization, its interaction in the various work environments, and the determination of the organizational culture, which has a direct impact on providing services and meeting the requirements of society, as well as achieving the organizational goals and the future vision it seeks. Directly on the success and prosperity of organizations, including activating the culture of knowledge sharing between individuals, and the following paragraphs will be addressed in this research:

First :Knowledge Sharing:

The origin of the word (participation) is mentioned in many dictionaries. In the Lisan Al-Arab dictionary, it means (a person participated in the achievement of something for another person) (Ibn Manzur, 2005: 256), but in the English language, the origin of the word sharing It means the participation of one person with another to do something or two persons sharing the profits, Knowledge sharing is an essential part of the knowledge life cycle (Oxford, 2006: 422)

The value of the knowledge that has been created and obtained If there is no effective sharing of this knowledge between individuals and beneficiaries, the benefit of knowledge lies in its sharing and dissemination (Yassin, 2007: 107) .This is due to the role of effective participation in the success and achievement of the organization's goals, which increases creativity in performance, as knowledge is the most valuable resource for organizations and knowledge management and its operations have become the main factor for obtaining useful knowledge. (Huang, et al, 2015:372). and maintain them to achieve the competitive advantage of these organizations Despite the well-coordinated issue of knowledge sharing, there are several problems that make it a complex subject because it is linked to several elements, including: Objectives: which relate to the type of knowledge that is shared, and the method of sharing: includes participation through conferences, networks, and the level of sharing, which includes. In addition to the diversity in its understanding and application of (Aliakbar et al, 2012: 209) Organizations ,Teams, and Individuals before individuals and the many cases that express it, where many people can exchange knowledge and deliver their message to a large audience of people, by publishing a book, an article or a television program ,which constitutes, (Bolisani,2088:21) It is difficult to find a single concept about it by all individuals until there is ambiguity in the use of the terms (sharing). (Paulin & Suneson , 2011: 85) has indicated considering them to be one term with the same concept, and many researchers and those interested in this field have failed to provide clear definitions and concepts separating these two related concepts, and it is necessary to distinguish between them to get a more accurate concept, where the concept of (transfer of knowledge constitutes): a variety of interactions between individuals, groups, or groups and organizations so that the recipient of knowledge has a cognitive understanding and the ability to apply this knowledge . Thus, the transfer of knowledge refers to the organizational processes of sharing knowledge, and the activity that precedes the process of sharing knowledge works to move an idea, information, owned by individuals and transfers it to no individuals (Takuechi, 2006: 9). The researcher believes that knowledge sharing at the present time is the essential engine to support all operations and activities, and this concept stems from within the individual and the extent of his keenness to cooperate with other individuals in order to achieve the objectives of his organization and not to monopolize his knowledge and information that he possesses because of his loyalty and commitment towards the organization to which he belongs. To achieve success and competitive advantage Thus, a scale was adopted which included (5) dimensions, being a comprehensive scale, and the following is its clarification (Lin, 2007: 318).

1. Enjoying helping others :The concept of assistance is one of the basic patterns of positive behavior for the individual, which societies encourage and seek to instill in the hearts of their children. We usually hear about the presence of people who put their lives at risk in order to help others from things that harm their lives, that is, that The individual can provide assistance to the other or refuse it according to his thinking and behavior, and before the individual helps others, he may go through a set of decisions that determine whether he will provide assistance to other individuals or apologize for that, and there are a number of factors that affect these decisions They are: (Personality traits, negative mood state, positive mood state, sensing the feelings of other individuals, sympathy, guilt, the need for social approval, religious belief) (Al-Shamiri, 2006: 37). It was known (Al-Bibi, 2015: 9) The concept of orientation towards helping others is: a behavior that an individual performs of his own volition and choice, intended to benefit another individual, without waiting for a return from the behavior he has done .As this dimension shows the individual's discretionary behaviors that he relies on in helping others, in accomplishing tasks.
2. Efficiency of self-knowledge :This dimension refers to individuals' judgments regarding their own capabilities, in implementing and organizing the necessary procedures for work to achieve specific performance levels., improve performance effectiveness.and that knowledge sharing requires interaction between individuals in the organization, which helps in building the effectiveness of self-knowledge :Lin, 2007: 319)). Based on a set of basic elements, which are:
 - A- Identify ways to seek and share knowledge.
 - B- Benefiting from the previous experiences of others in the process of knowledge sharing.
 - C- Reconstructing and using knowledge and sharing with other available resources.
3. Supporting senior management :Modern organizations today have an urgent need to contain and preserve their members by providing elements of motivation and support from senior management, to encourage them in the process of sharing knowledge and experiences and thus strengthening social relations between all individuals working in the organization.

Thus, the concept of senior management support can be defined as: "The need for the organization to have leadership that gives priority to preserving the organization's resources, providing financial support to individuals and the participation of all managers in the organization's strategic plan (Khashaba et al., 2018:3). The support, commitment and direction of the senior management It is crucial to ensure the success of all the operations of the organization, and on the contrary, one of the main reasons for the failure of the implementation of these operations, and the relationships of individuals with the organization, is the lack of support from the top management for them, and this reduces their desire to perform (Garg and Garge, 2013: 19) The best, achieving the goals of the organization.
4. Organizational rewards :Organizational rewards indicate what the organization determines and does about the behavior of employees, and these rewards may be material such as

incentives, salary increases, or non-material rewards such as job security, promotions, and that individuals' sense of being rewarded will lead to enhancing their participation in knowledge. Increasing the positive desire to receive knowledge and donate it, managers should pay more attention to improving this knowledge (Lin, 2007: 320).

And that these rewards are motivated by workers and to obtain better performance, they have a positive impact and a great role in the safety of the performance of individuals in their workplace, and it is one of the most important and best factors that increase the participation of workers, which directly affects the performance as a whole, the presence of an effective reward system within the organization makes satisfied people (Kikoito, 2014: 8) Passionate about working and performing better. And (Issa, 2014: 68) stated that the organization's awareness of the importance of rewards and incentives and their fair application among individuals, which leads to the creation of a positive climate among them, which increases their productivity and performance at work, but if these rewards are not applied in a fair and without objective criteria, this makes from a bad organizational climate, it harms the distinguished workers in their work

5. Information and Communication Technology :Researchers have varied opinions in defining the concept of information and communication technology, as he describes it

It is the science of using computers and electronics to store and transmit information sylwen, 2003:102)

And easily return it when needed .It is a comprehensive process that depends on the application of science in a systematic manner in various fields, to achieve basic goals for society (Al-Qarfawi, 2010: 4). Where this process is one of the necessary factors that determine the processes of knowledge exchange and sharing between individuals, because it allows and facilitates the rapid search of information and knowledge as well as its rapid retrieval, which leads to the development of new methods that can be used in the field of knowledge sharing (such as Internet aggregates, virtual communities, and rules data).

Second ,organizational prosperity

Today's organizations work in a highly competitive environment, rapidly changing, and in the midst of competition and challenges facing these organizations, the term (organizational prosperity) appeared, which every organization can seek by investing available and decisive opportunities and the presence of strategic planning by senior management in line with the strategic goals Which is characterized by its clarity, and keenness to achieve distinguished and appropriate performance to achieve a competitive position that distinguishes it from other organizations in the business environment, and despite the importance of this concept, it did not receive sufficient attention by researchers and writers, and we note the scarcity of studies that dealt with it, especially Arabic studies, and thus it is one of the modern topics In the field of management, and it was used by management scientists in an indirect way to express it, such as excellence, success, levels of growth and progress of the organization, so the prosperity of organizations is achieved through their ability to coordinate and interconnect their elements and

tools to achieve a distinguished level of performance, through the investment of resources Creative and distinguished people and their participation with the senior management in pursuit of the common goal through their high performance and coherent work, which is characterized by Effectiveness and efficiency to reach a strategic goal through which organizations try to reach excellence and excellence and build a unique competitive base.

According to the Oxford Dictionary, prosperity is defined as a special state of success in making money, which is the ability of organizations to generate economic growth through good performance, competitive advantage, innovation at work, and adequate consumption.

.(Mendez, 2017 : 37)

From an economic perspective, it is defined as living in comfort and wealth, in (the dictionary prepared by the Turkish Language Association). Prosperity means that the society has better standards of living and continues to live under better conditions, and the main goal of the executives in each country is to increase the prosperity of society along with growth Economic, working life, physical and mental health, freedom, personal relationships, access to services, security management, concern for the rights of individuals, as well as people's cultural heritage, ecosystem services, and the appropriate use of natural resources create human prosperity and prosperity that is reflected in their positive performance At work within their organizations, and with the passage of time and due to the changing conditions in the environment, factors have appeared that affect the quality of work life in organizations, including the health of workers, changes in the organizational climate, as well as new threats, which led to an increase in the organizations' keenness to provide the appropriate climate and internal environment to invest available opportunities and achieve prosperity

.as it represents(Buyuksarikulak & Kahramanoglu, 2019:9-10) individuals and thus their prosperity.All aspects of prosperity and economic well-being that make organizations distinct and able to innovate at work

.(Huffman, 2005:1) and obtain a sustainable competitive advantage

as follows: (Besley et al, 2013: 6) In light of the dimensions mentioned above,

1- Creativity :The world today lives in a different era from all previous eras, due to the intensity of competition that threatens many organizations and makes them constantly search for a place in the forefront and the fore and maintain their competitive advantage, and are able to face intense competition, and certainly distinguished and thriving organizations are the ones that Be able to innovate and renew on a permanent and continuous basis, which helps them achieve their goals and face their competitors with full force. Thus, these organizations are racing to adopt innovation variables to achieve distinctive and different performance (Al-Akhdar, 2011: 24). Creativity is a combination of individual and personal capabilities and characteristics that lead to Positive and beneficial results for the individual and the organization, and thus reaching creative solutions to a specific problem or a new idea (Jarwan, 2002: 32).

That the organization should provide the appropriate atmosphere, and provide tools (Kuratko et al, 2005: 699) has explained the need and sufficient time to support the creative processes, and the pursuit of creative ideas, as well as the use of an appropriate system of incentives, and tolerance in the event of the failure of creative projects, which leads to increased job satisfaction for individuals, they need material and moral support to constantly adopt creative ideas.

2- Intellectual Capital: The views of researchers and writers varied in defining a unified concept of intellectual capital. Some of them defined it as a set of skills, experiences, relationships, and knowledge that can be used to achieve competitive advantage, by responding to customers' requirements (Noor and Al-Qishi, 2010). 7). That the intellectual capital needed by every organization to achieve its goals ,(Awad & Ghaziri, 2004:8) pointed

It represents a group of individuals in each organization, distinguished from others that they use their minds and ideas more than using their hands, because they have cultures, values, trends, and capabilities, in order to distinguish their organization.

Intellectual capital represents intangible assets that you use (Hansen et al, 1999: 34) pointed

The organization as a weapon that competes with other organizations, in the processes of development and creative growth, for the survival and continuity of the organization in the rapidly changing work environment.

3- Infrastructure : Infrastructure is an interconnected set of basic elements in every organization, through which structural and necessary support is provided for the success of these organizations and the correct conduct of their operations, including green infrastructure, logistical infrastructure, information and communication technology, and the prosperity and level of Organizations are presented with the extent of their provision and interest in basic infrastructure, as it is the important and basic factor that helps to attract projects that develop the organization and contribute to its success and raise its level of productivity (Nasrallah and Abu Ziada, 2018: 6) .(Al-Omari, 2020: 107) indicated that infrastructure is the backbone of organizations and the basis on which all their operations and departments are based, and the extent to which they achieve the desired goals. It consists of five basic elements that every organization needs to innovate in its work and continue to succeed. These elements are Organizational culture, physical environment, organizational structure, information technology, and physical knowledge.

Infrastructure measures the degree to which information is shared between individuals within(Ward, 2012:40)explained

Their organization is from the top of the organizational hierarchy to the bottom of the organization, and between the different organizational units in it, thus strengthening and consolidating the relations between inside and outside the organization, which allows rapid movement in the transmission of information.

Third: The relationship between knowledge sharing and organizational prosperity

The process of knowledge sharing is a systematic activity for the transfer and exchange of knowledge, experiences and information between individuals within the organization when they have one goal, to solve problems correctly and in a timely manner. organization unless it is provided and exchanged with others, which positively and effectively affects the (Kohansal et al, 2013: 295). People's performance of their jobs and tasks .The researcher believes that the more efficient and effective their performance is, the more the organization achieves its long-term success and distinction, and thus knowledge sharing is one of the most prominent components that seek to achieve organizational prosperity. Sharing knowledge is a positive motivation for individual performance(Kuruppuge & Gregar,2017:16)It mentions and organizational, as individuals acquire many experiences and knowledge to avoid deficiencies in operations and achieve effective and creative results in work, and this requires the necessity of providing means of communication to ensure the exchange and flow of knowledge between individuals to achieve success in raising the levels of creativity and innovation, which makes the opportunity for the prosperity of the organization better .And knowledge sharing is a strategic resource for the organization through which it can maintain competitiveness, and it works to motivate individuals to think more critically and creatively, so that they can eventually produce new knowledge, as creativity in work and performance is the first steps of prosperity and competitiveness (Yesil et al,2013: 219). This indicates the existence of a relationship between achieving creativity, which is one of the most important dimensions of organizational prosperity and knowledge sharing, and an organization cannot be described as being creative and productive unless knowledge is exchanged and shared among others, and transferred from tacit to explicit knowledge, which leads to achieving creativity in performance and building thriving organization(Al Hussein & Elbeltagi, 2012: 14).

Fourth: Research Methodology

The review of the literature of strategic physiognomy and organizational prosperity resulted in the crystallization of a hypothetical scheme for research as in Figure (1), which was prepared in light of the research problem and its objectives, and the main hypotheses were formulated as follows:

- 1- The first main hypothesis **H1**: (There is a significant correlation between knowledge sharing and organizational prosperity .

- 2- The second main hypothesis **H2**: (There is a significant effect of knowledge sharing on organizational prosperity).

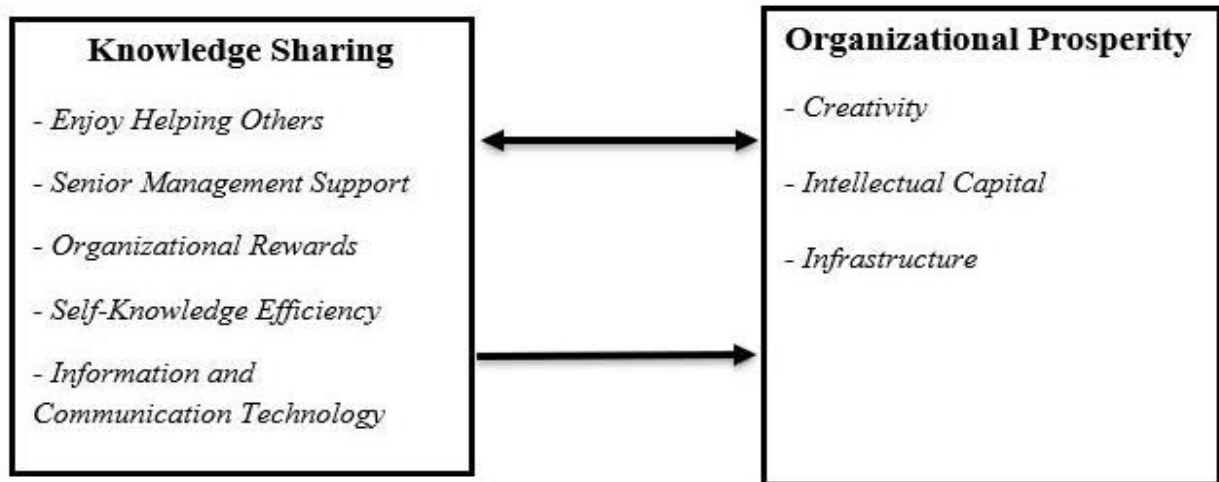


Figure:1 A conceptual model for research

Fifth. The knowledge sharing scale:

The independent variable is knowledge sharing, which consists of (16) items divided into five dimensions (enjoyment in helping others, support for senior management, organizational rewards, efficiency of self-knowledge, information and communication technology) (depending on Besley et al, 2013).

Sixth: Organizational Prosperity Scale : The responsive variable, organizational prosperity, and it included (16) items distributed on three dimensions, namely (creativity, intellectual capital, infrastructure) depending on (Besley et al, 2013).

Seventh :The research sample : The intentional sample was used, as the total human community reached (181) individuals who meet the required specifications for those who occupy the positions of general manager, assistant general manager, director of department and people's officials, in the General Company for Electrical and Electronic Industries, and (182) questionnaires were distributed to retrieval (10) questionnaire were excluded (6) questionnaire so that the sample be in her final (166).

Eighth. Data discussion and analysis:

1. Stability test : Cronbach's alpha coefficient was used) Cronbach's Alpha Coefficient (To measure the internal consistency of the paragraphs of the scale and dimensions of the variables and the scale as a whole is clear from the table (1) values of coefficient of honesty consistency ranged between (0.913- 0.937) variables and dimensions of the largest) 0.70 (, and this indicates that the variables and dimensions have appropriate internal consistency, while the internal consistency coefficient) (Cronbach's the Alpha For the scale as a whole, it

has reached its value) ,(0.923 as it enjoyed a high evaluation, and these results indicate that the current research scale (resolution) has a high level of stability .As shown in Table:(1) :

| Table (8) Results Consistency between the components of the scale | |
|--|---|
| Cronbach's Alpha Dimensional Coefficient | The Scale |
| 0.916 | Enjoy helping others |
| 0.921 | The effectiveness of self-knowledge |
| 0.913 | Senior management support |
| 0.937 | Organizational rewards |
| 0.920 | Use of information and communication technology |
| 0.913 | knowledge sharing |
| 0.917 | creativity |
| 0.914 | intellectual capital |
| 0.916 | Infrastructure |
| 0.913 | organizational prosperity |
| 0.923 | The questionnaire in general |

2. Discussing the results:

To test the hypothesis) H1 (Can be seen from Table 2 that the value of the correlation coefficient between the sharing of knowledge and prosperity organizational reached (** 639 .0) at the level (0.000) which is less than the significance level (0.05), this means accepting the hypothesis, which reads) no correlation Statistically significant between knowledge sharing with organizational prosperity (and the value of the correlation coefficient between the dimension of enjoyment in helping others and organizational prosperity (** 0.513) and the value of the correlation coefficient between the dimension of self-knowledge effectiveness and organizational prosperity , (** 0.429) as the value of correlation coefficient between after the support of senior management and prosperity organizational , (** 606 .0) and the value of the correlation coefficient between the after rewards organizational and prosperity organizational (190.0 **), either after ICT has achieved a value of (** 484.0) At the significance level (0.000), which is less than the significance level . (0.05)And achieved the value of the correlation between the dimensions) Knowledge sharing (and after)Creativity (as it is in Table (2) and respectively 0.116,0.530,**0.544,**0.374,**0.399)**,0.563**) All values indicate the existence of positive and direct significant correlations with a level of fluctuation between acceptable to average, but in total, the value of the correlation between the knowledge sharing variable reached And after creativity Its value is (0.469**), which is a positive direct relationship at an average level. The value of the correlation relationship between the dimensions of (Knowledge sharing) After (

Head of capital intellectual) and respectively (0.513 **, 0.413 **, 0.575 **, 0.203 **,0.420**, 0.611**) all of which indicate the existence of a significant positive correlation relationship at an average level, but in total, the value of the correlation between the strategic physiognomy variable reached And after intellectual capital its value is (0.562**), which is a positive correlation at an average level. The value of the correlations between the dimensions (knowledgesharing) And yet (Infrastructure) and respectively (0.375 **, 0.474 **, 0.521 **, 0.231 **, 0.450 **, 0.594**), all of which indicate the existence of positive and direct significant correlations with a level ranging from acceptable to average.

Table (2) Correlation values between the dimensions of knowledge sharing and the dimensions of organizational prosperity

| Dimensions of the knowledge sharing variable | Correlation value and significance level | Dimensions of organizational prosperity | | |
|---|--|---|----------------------|----------------|
| | | creativity | intellectual capital | Infrastructure |
| Enjoy helping others | Correlation value | 0.399 ** | 0.513 ** | 0.375 ** |
| | Sig | 0.000 | 0.000 | 0.000 |
| The effectiveness of self-knowledge | Correlation value | 0.374 ** | 0.413 ** | 0.474 ** |
| | Sig | 0.000 | 0.000 | 0.000 |
| Senior management support | Correlation value | 0.544 ** | 0.575 ** | 0.521 ** |
| | Sig | 0.000 | 0.000 | 0.000 |
| Organizational rewards | Correlation value | 0.116 | 0.203 ** | 0.231 ** |
| | Sig | 0.136 | 0.009 | 0.003 |
| Use of information and communication technology | Correlation value | 0.530 ** | 0.420 ** | 0.450 ** |
| | Sig | 0.000 | 0.000 | 0.000 |
| knowledge sharing | Correlation value | 0.563 ** | 0.611 ** | 0.594 ** |
| | Sig | 0.000 | 0.000 | 0.000 |
| The number of accepted hypotheses | | 6 | 6 | 6 |
| percentage | | 100% | 100% | 100% |

to test the hypothesis(H2 :(recorded value) F (Calculated between the sharing of knowledge in the prosperity organizational (987 .112) which is greater than the value) F (Tabulated adult (89 . 3) at the level of significance) 0.05 (Accordingly , the hypothesis is accepted and the text of which **there is a significant effect of significantly between the sharing of knowledge in the prosperity organizational** , which indicates that there is an active effect to share knowledge in Alazdh R organizational . It is indicated by the value of the coefficient of determination (² R (amounting to (0.408) that **knowledge sharing** explains (% 41) of the

variables that occur in **organizational** prosperity ,while the remaining percentage (% 59) is due to other variables not included in the research model, and it is evident through the value of the marginal slope coefficient) β (of (0.829) that increasing **knowledge sharing** by one unit will lead to an increase in **organizational flowers** by ,(% 83) while the value of the constant) α (In equation (1), (345 .in the sense when they are **sharing the cognitive** equivalent of Allosaur the **prosperity organization** will not be less than this value.

Table (3) analysis of the dimensions of knowledge sharing in organizational prosperity

| indicati on | Sig | Values (t) calculat ed | Values (F) calculat ed | The coefficient of determinati on (R^2) | The value of the margina l slope coefficie nt (β) | fixe d limi t valu e (α) | dependent variable | Dimensions of the knowledge sharing variable |
|-------------|-------|------------------------|------------------------|---|---|-----------------------------------|---------------------------|---|
| D | 0.000 | 7.656 | 58.609 | 0.263 | 0.492 | 1.505 | organizational prosperity | Enjoy helping others |
| D | 0.000 | 6.084 | 37.017 | 0.184 | 0.409 | 1.925 | | The effectiveness of self-knowledge |
| D | 0.000 | 9.745 | 94.969 | 0.367 | 0.556 | 1.356 | | Senior management support |
| D | .014 | 2.475 | 6.125 | 0.036 | 0.138 | 2.904 | | Organizational rewards |
| D | 0.000 | 7.088 | 50.243 | 0.235 | 0.422 | 1.968 | | Use of information and communication technology |
| D | 0.000 | 10.630 | 112.987 | 0.408 | 0.829 | 0.345 | | knowledge sharing |

It is noted that the value of) F (Calculated between **after enjoying the help of others in the prosperity organizational** .(906 .58) which is greater than the value) F (The tabular amount of ,(3.89) meaning that this dimension has a clear and effective effect on

achieving organizational flowers , and it appears through the value of the coefficient of determination (R^2) (which reached (0.263) that **after enjoying in helping others** explains the rate of , (% 26) and it is shown by the value of the marginal slope coefficient) β (of (0.429) that an increase in the **dimension of mental empowerment** by one unit will lead to an increase in **organizational prosperity** by .(% 49) The value of the constant) α (in equation (1.(505 .

It is evident from Table (3) that the value of) F (Between calculated **after the effectiveness of the knowledge of self in prosperity organizational** .(017 .37) which is greater than the value) F (The tabular amount of ,(3.89)that is ,there is a clear effect of this dimension on organizational prosperity, and through the value of the coefficient of determination (R^2) (Amounting to (184 .0) is clear that **after the effectiveness of the knowledge of self-** interpreted accounted for (% 18) of the variables that occur on the **prosperity organizational** either the remaining percentage amounting to (% 82) goes back to other variables not included in the model of research, as evidenced by The value of the marginal slope coefficient) β (of (0.409) that an increase **in the effectiveness of self-knowledge** by one unit will lead to an increase in **organizational prosperity** by ,(% 41) and the value of the constant is) α (in equation (1 ,(356 .meaning when the **self-knowledge effectiveness dimension is** equal to zero, the **organizational prosperity** will not be less than this value.

It is evident from Table (3) that the value of) F (Between the calculated **after the support of senior management in organizational prosperity** .(969 .94) which is greater than the value(F (tabular amount (3.89, .(and by the value of the coefficient of determination (R^2) (Amounting to (367 .0) is clear that **after the support of senior management** interprets the percentage of (% 37) of the variables that occur on the **organizational prosperity** either the remaining percentage, amounting to (% 63) goes back to other variables not included in the model of research, as evidenced by The value of the marginal slope coefficient) β (of (0.556)that an increase **in the support of senior management** by one unit will lead to an increase in **organizational prosperity** by ,(% 56) and the value of the constant is) α (In equation (1 ,(356 .in the sense when it is **after the support of senior management is** equal to zero, the **prosperity organizational** will not be less than this value.

It is evident from Table (3) that the value of) F (Between calculated **after rewards organizational organizational prosperity** .(125 . 6) which is greater than the value) F (The schedule (3.89 ,(that is, there is a clear effect on organizational prosperity .Which indicates that the inspirational influence has an active and clear role in organizational prosperity ,and through the value of the coefficient of determination (R^2) (Amounting to (036 .0) is clear that **after rewards organizational** explain the percentage of (% 31) of the variables that occur on the **organizational prosperity** either remaining the (% 4) goes back to other variables not included in the model of research, as evidenced by the value of marginal slope coefficient) β (of (0.138) that an increase **in the organizational rewards dimension** by one unit will lead to an increase in **organizational**

prosperity by ,(% 14) and the value of the constant is) α (In equation ,(904 . 2) in the sense when **after rewards organizational** equal to zero, the **organizational prosperity** will not be less than this value.

and recorded a value) F (Calculated after the technology of information and communication in organizational prosperity ,(243 .50)which is greater than the value)F (The schedule (3.89), that is, there is a clear effect on organizational prosperity .Which indicates that the inspirational influence has an effective and clear role in organizational prosperity, and through the value of the coefficient of determination (R^2 (Amounting to (035 .0) is clear that after the IT inspirational explain what accounted for (% 23) of the variables that occur at the organizational prosperity either the remaining percentage amounting to (% 77) goes back to other variables not included in the model of research, as evidenced by The value of the marginal slope coefficient) β (Amounting to (422 .0) that after the increase by organizational bonuses and one unit will increase organizational prosperity by ,(% 42) Kmabulgt fixed value) α (In equation ,(968 . 1) in the sense when it is after technology information is equal to zero, the organizational prosperity will not be less than this value.

Ninth.Conclusions

The results of the research confirmed the existence of good knowledge sharing in general with senior management and for most of its dimensions, and a somewhat good percentage of organizational prosperity, but it is not effectively acceptable, especially in terms of dimensions (intellectual capital and infrastructure) .Thus, the company can increase its success and achieve its prosperity through the presence of knowledge sharing among its members to face challenges and emergency events and invest the available opportunities, and this was confirmed by the results of the correlation and influence relationship between the variables.

Tenth. Recommendation:

Increasing interest in research variables through educating senior leaders and employees in the company with everything related to)knowledge sharing and organizational prosperity), the possibility of their application and the extent of their positive impact on the company, through conferences and seminars in which dialogue doors are opened to clarify the most prominent problems that affect these variables.

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