DEDICATION

To:

My grateful parents who taught me values, respect and Responsibilities…..

To:

My dearest husband for his continuous help and support…

To:

My lovely children…..

Zienab

ACKNOWLEDGMENT

I wish to express my grateful thanks to Sudan University of Science and Technology College of Post Graduate Studies and my sincere gratitude to the staff of the department of Business Administration. Special thanks and gratitude are extended to my supervisor Dr. A. Hafiz. Ali Hasaballah, for his great help, continues guidance and encouragement that helped me to accomplish this study. My thanks are also extended to my husband AbuBakr Hassan for his great help and advice. Also I would express my great thanks to my uncle Mr. Salih Kodai for revising this study and, my thanks to Dr. Salah Hamed Alfake for his advise and encouragement.

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ABSTRACT

The need to understand the determinant of a successful performance of knowledge transfer cannot be underestimated in Arabian organization; few researches had been conducted in the Arabian public sector, and even less in other developing countries.

This study investigates the relationship between the organizational elements and the performance of knowledge transfer, four main independent variables were identified, organization culture, organization structure, human resources and reward or incentives policy, and these were tested against knowledge transfer performance, to achieve an in-depth empirical study the petroleum sector of Sudan was chosen for a case study (Sudanese petroleum corporation, Greater Nile. Petrodar, Heglieg, petronas and **Sudapet**) between (2000 to 2006). Purposive sampling method is used to collect the data from respondents through personal questionnaire, 120 respondents from the senior staff were used for the purpose of this study.

Factor and reliability analyses performed and regression analysis conducted to test the hypothesis. The result revealed that there is a ksignificant relationship between some variables (organizational culture, job satisfaction and communication flow) and the performance of knowledge transfer, therefore, it is necessary for organizations to consider some of the elements that show a relationship between the tested variables in implementing acknowledgement strategy in an organization, however, certain variables that did not show any relationship should not be isolated or ignored, as they are still very important for some organizations.

ملخص البحث

لا يمكن لنا أن نقلل من شأن الحاجة لفهم العوامل المحددة للأداء الناجح لنقل المعرفة في المؤسسات العربية، فهناك بعض الدراسات والبحوث إعدت لبعض مؤسسات القطاع العام العربية ، وأقل من ذلك فى البلدان النامية الأخرى.

تهدف هذه الدراسة الى التحقق من العلاقة التى تربط بين مكونات وعناصر المؤسسات واداء نقل المعرفة .

تم فى اطار هذه الدراسة تحديد أربعة متغيرات اساسية مستقلة وهي :

١. ثقافة المؤسسة.
٢. الهيكل التنظيمي للمؤسسة.
٣. الموارد البشرية.
٤. المكافات او سياسة الحوافز.

ولنتمكن من انجاز دراسة تجريبية تعتمد على التجربة العملية والملاحظة والاختبار تم اختبار تلك المتغيرات مقابل اداء نقل المعرفة ، وتم اختيار قطاع النفط فى السودان كحالة للدراسة ، حيث اشتمل القطاع المختار على المؤسسات التالية (مؤسسة النفط السودانية – شركة النيل للنفط وبترودار – هجليج - بتروناس و سودابت) خلال الفترة من عام ٢٠٠٠م إلى العام ٢٠٠٦م.

تم اعتماد نظرية العينة الهادفة (Purposive sample) لتجميع البيانات من جهات الاستجابة ، حيث تم توزيع استبانات على ١٢٠ فرد من المسئولين فيها.

تم دراسة وتحليل العامل والاعتمادية والانحدار لاختبار الفرضيات واوضحت النتائج وجود علاقة مميزة تربط بين بعض المتغيرات (ثقافة المؤسسة ، الرضا الوظيفى – تدفق التواصل) وأداء نقل المعرفة ، وبالتالي فإنه يتعين على المؤسسات الاخذ فى الاعتبار بعض العناصر التى اوضحت وجود علاقة بين المتغيرات لتكون الموجه لتنفيذ الاستراتيجية المعرفية فى اي مؤسسة.

كما انه يجب مراعاة عدم عزل او اهمال بقية المتغيرات التى لم تدل على وجود علاقة بينها وبين آلية وفعالية نقل المعرفة حيث أنها مؤثرة في بعض المؤسسات الأخرى .