

DISTINCT EFFECTS OF TECHNICAL COMPETENCE AND ORGANIZATIONAL LEARNING ON ORGANIZATIONAL INNOVATION TO IMPROVE THE PERFORMANCE OF THE PARS OIL AND GAS COMPANY

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Abstract:

The need for high-tech companies in the modern economy and low capital technologies for each employee, also, due to the contribution of technology companies in economic growth, increase productivity and create new industries, innovative products and processes and create competitive advantage to conduct research on technology increases. Pars Oil and Gas Company, as well as previous studies on the relationship between some of these structures have been analyzed, however, no unified model of all these systems as well as a model that is focused on the broad concept of technology is not, this study aimed to distinguish the effects of technical competence and organizational learning, organizational innovation to improve the performance of the Pars Oil and Gas Company conducted and the population of the study consists of Pars Oil and Gas Company employees that their number is 500. Simple random sampling is used. Samples were obtained from 384 employees of the researcher to the conclusion the technical competence to distinguish impact of organizational learning and organizational innovation and firm performance is improved.

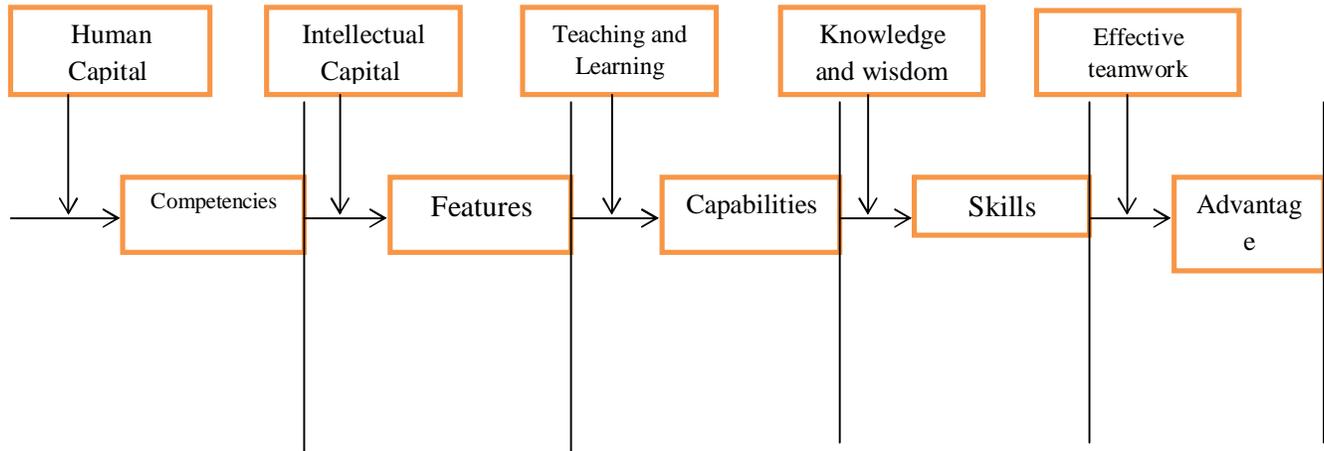
Keywords: technical merit distinction, organizational learning, organizational innovation, improved

Introduction:

Technology relationships and technology for organizational structures, processes and outcomes as a matter of interest for organizational researchers have known for organizations to rapidly develop products and services more competitive in the global situation and ongoing technological change and short product life cycles enables. When companies are faced with such scenarios should constantly focus on innovation in order to ensure the survival of their organization. With innovations in technical competence can be distinguished by the absorption of new technologies and innovations in manufacturing processes and advanced technology, we lead, new knowledge with organizational learning can be shared within the organization and create competitive advantage, with technical skills in the operation of hardware platforms and software applications to achieve superior business and through the development of innovative products and new services in the market has increased and the number of new products and services for the first time is bound to increase our market, finally, with the support of senior management champions bred technology projects and budgets for research, technological guarantee. With regards to all the comments in this paper we first impact of all these factors on innovation and organizational performance are examined Pars Oil and Gas Company and make it its business model, we implement in this

group. In connection with the restructuring and downsizing of government and its related entities, professionals are increasingly required to have teamwork. Do people need to develop new skills such as teamwork, decision making and problem solving, interpersonal skills such as listening, relieve tension and stress, negotiation and leadership on the Figure 5 is greater.

Figure 1. Conversion process competencies, staffing and expertise to the benefit of the development of values



- Special values- How do artistic and creative Intelligence
- Intellect
- Power Business Excellence Jobs
- Potential
-
- The mental preparation, professional Explanation of the function indices
- The efforts of Gary
- Power to analyze, diagnose and professional excellence, and choice of functional
- The
- The power of reason - Ability to solve problems and take decisions generally promote multiple -
- The power of reason
- Understanding the performance standards
- The persistence and seriousness
- The Power of Thought
- The encouragement and promotion of the realization
- Physical and mental health

Therefore, the effectiveness of some fundamental issues in the development of skills and values that HRD professionals need to develop competencies are critical facilitator. Hence, from one perspective, the value of professional development through the development of specialized personnel and management are emphasized; and from another perspective, knowledge management and knowledge needed to increase understanding of the complexity is to discuss performance standards. Thus, the feedback mechanism and the role of a fundamental precondition for the development of individual is organizational learning and national. Finding a pivotal role in meeting the needs of the environment and its components in the development of values, knowledge and insight needed expertise in the areas of quality, benchmarking, and continuous improvement is more apparent. It has become a necessity indigenous skills and skills development facilitator, practical learning - Intelligent, analytical thinking is an obvious place.

Table 1. The process of application development capabilities

Process	Features
Identify prospects and develop concepts	High level of organization and staff to understand the objectives and rationale of the measures; - Explaining and making a commitment to develop the main capabilities of the forces
Identify key business processes re-design requires a re-	- Create project teams to identify quantifiable targets for the design Critical processes
Assessment of problems and benchmarking to improve	- Clarification of the critical problems and identify opportunities to achieve desired through process redesign project group
Transfer activities	- Start small, manageable skills and extend it through the chain of processes to other skills; - To successfully transition activities, according to the preparation of management processes Leadership and learning are indispensable to establish the technical aspects and training
Program evaluation	- Identify the achievement of the objectives set

It simply cannot expect someone to learn to play the role of facilitation can be valuable in developing it's like a person with knowledge of driving or football, drive a car or play football. When the development is likely the current behavior is analyzed and assessed various options to be set, then the appropriate methods to be used. With the development of values and attitudes for the development of skills development, employment, health, idea also finds a special place. Poor health is necessary to achieve the identified values. The strategic position of the person who should rightly feel a need for the development and that is where the problem is to identify the person or thing being hurt. The need has been felt, in fact, the catalyst for change in value, and the catalyst causes the pressure to do the following:

- Changes in the evolution and development of the economic value associated with their management strategies;
- Adapting the space to develop their skills with the needs of specialized capabilities and skills development;
- Changing the cultural norms of the culture and values of the axis;
- Changes in structure and function and the development of human communication;
- Improve collaboration between the group and readily available for running;
- Open system for the sharing of knowledge and expertise in communications and collaboration;
- Facilitate better planning based on the needs and demands of the axis;
- To study the impact of changes in motivation and improve service quality due to the skills of the workforce;
- Encouraged to adapt to new environments in the transition process of the development of values

Today, industrial development should be seen as a form of human consciousness and understanding not only in financial terms but also in terms of expression, though, is fundamental to understand and analyze. The analysis using the process model, oriented to the challenge. Hence, the focus should be on strengthening the human resources of genius and talent in the fields of particular interest to educational institutions and training courses enabling them to be adapted:

Identify the key success factors in the development of skills, identifying and taking advantage of the things, foresight and predictions.

The aim of this study provide a model to analyze the importance of supporting senior management in compliance and effective implementation of new technologies in the Pars Oil and Gas Company, and more specifically, technical competence in producing distinctive, Technology and the dynamics of learning. This study also provides empirical evidence of the effects of distinct technical competence and organizational learning on organizational innovation and helps to show how these affect the performance of Pars Oil and Gas Company. And that is how the researcher intends know that distinct technical competence and organizational learning on organizational innovation has improved the company's performance?

Research objectives:

- 1 The correlation between the implementation of knowledge management and technical skills
- (2) examine the relationship between top management support and technical competence to distinguish
3. Relation between technical skills and technical competence to distinguish
- 4 The correlation between employee empowerment and non-financial performance

The research hypotheses:

The implementation of knowledge management and technical skills are related

- The support of senior management and technical competence, there is a distinct relationship
- Distinguish between technical skills and technical competence are related
- The empowerment of employees and non-financial performance relationship

Methods:

Since in the present study examines what it is to be a descriptive study of data analysis in the analytical method.

B - Data (athletics, library, etc.):

Data collected in the study, according to the research objectives, methodology and sample characteristics can be selected. In this research, the study of books, papers, foreign and domestic sources and through a questionnaire based on the literature review and the findings of Pars Oil and Gas Company and distributed among technical managers and data analysis with LISREL software do.

C - Data collection tools (questionnaires, interviews, observations, tests, forks, table, sampling, laboratory equipment and databases and computer networks, satellite, etc.):

In this paper, according to the data type of a description of the desired data libraries (see the website of articles, books, taking notes, using journals and databases) will be used and also due to insufficient data for statistical inference researcher will use questionnaires.

Then empty no survival knowledge from semi-structured interviews will be used.

**Data Analysis:
First hypothesis:**

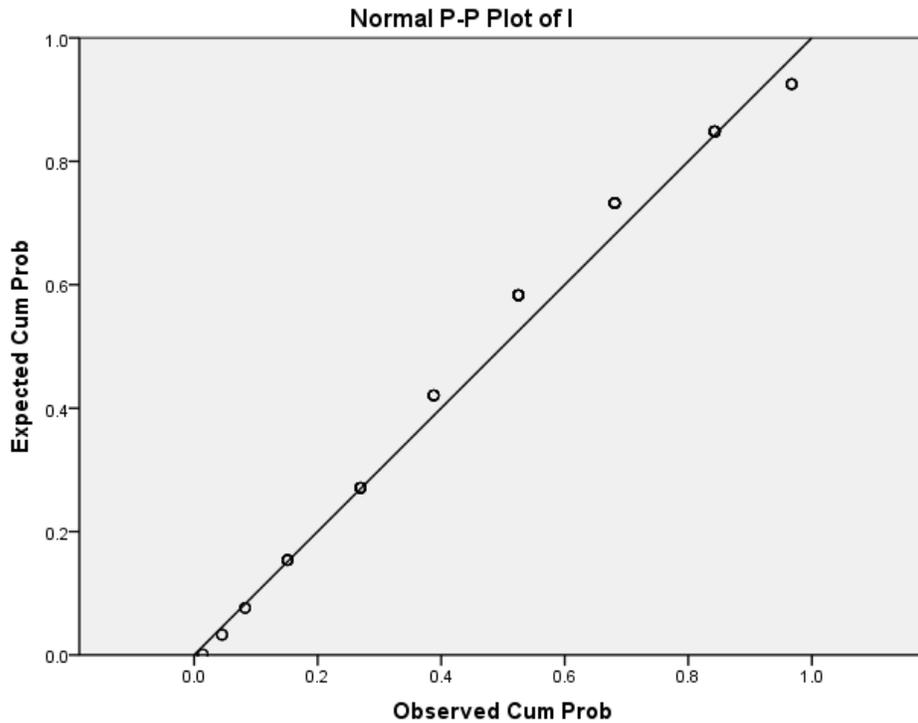


Figure 4-9: Chart pplot correlation test hypotheses related to the research

Table 4-10: Correlation results for the first hypothesis

correlation coefficient	Conclusion	Error value	Significant level
0.487	Relationship exist	0.05	0.000

If the value is greater than the significance level of 0.05, the error is assumed to be zero, we conclude and if the value is less than the significance level of 0.05 is assumed, the error is a result of disasters. Since the significance level of 0.000 and 0.05, the error is smaller than the default one to conclude, that there is a significant relationship between these two variables. The correlation coefficient is 0.487, indicating a positive correlation between the implementation of knowledge management and technical skills. The researcher's claim was confirmed.

Second hypothesis:

The support of senior management and technical competence distinct relationship exists.

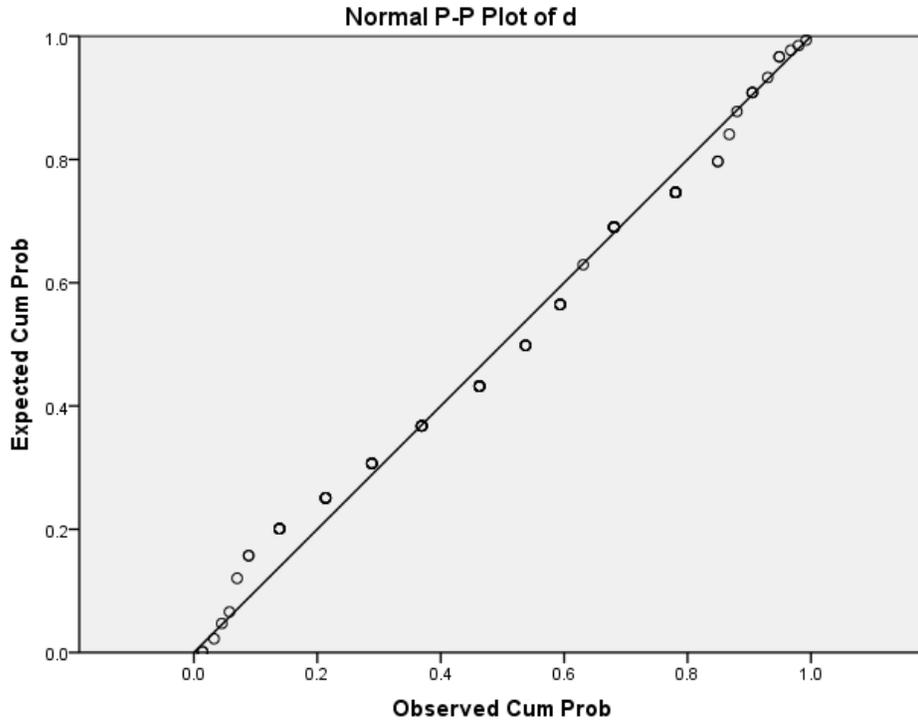


Figure 4-10: Diagram pplot correlation test hypotheses related to the research

correlation coefficient	Conclusion	Error value	Significant level
0.406	Relationship exist	0.05	000

Table 4-11: Correlation results for the second hypothesis

If the value is greater than the significance level of 0.05, the error is assumed to be zero, we conclude and if the value is less than the significance level of 0.05 assuming an error to conclude. Since the significance level of 0.000 and 0.05, the error is smaller than the default one to conclude, that there is a significant relationship between these two variables. The correlation coefficient is 0.406, indicating a positive correlation between top management support and technical merit. The researcher claims are valid, i.e. between top management support and technical merit significant relationship exists.

The third hypothesis:

Distinguish between technical skills and technical competence is related.

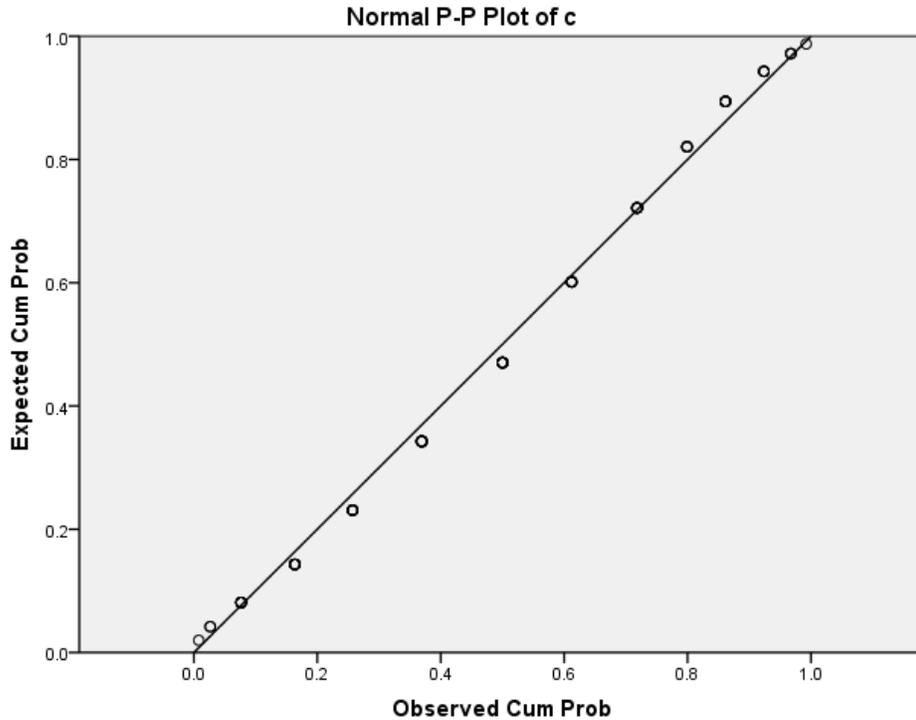


Figure 4-11: Diagram pplot correlation test hypotheses related to the third research Table 4-12: Correlation results for the third hypothesis

If the value is greater than the significance level of 0.05, the error is assumed to be zero, we conclude and if the value is less than the significance level of 0.05 is assumed, the error is a result of disasters. Since the significance level of 0.000 and 0.05, the error is smaller than the default one to conclude, that there is a significant relationship between these two variables. The correlation coefficient is 0.279, indicating a positive correlation (positive) between technical skills and technical competence is distinctive. The researcher's claim was confirmed.

The fourth hypothesis:

The empowerment of employees and non-financial performance are related.

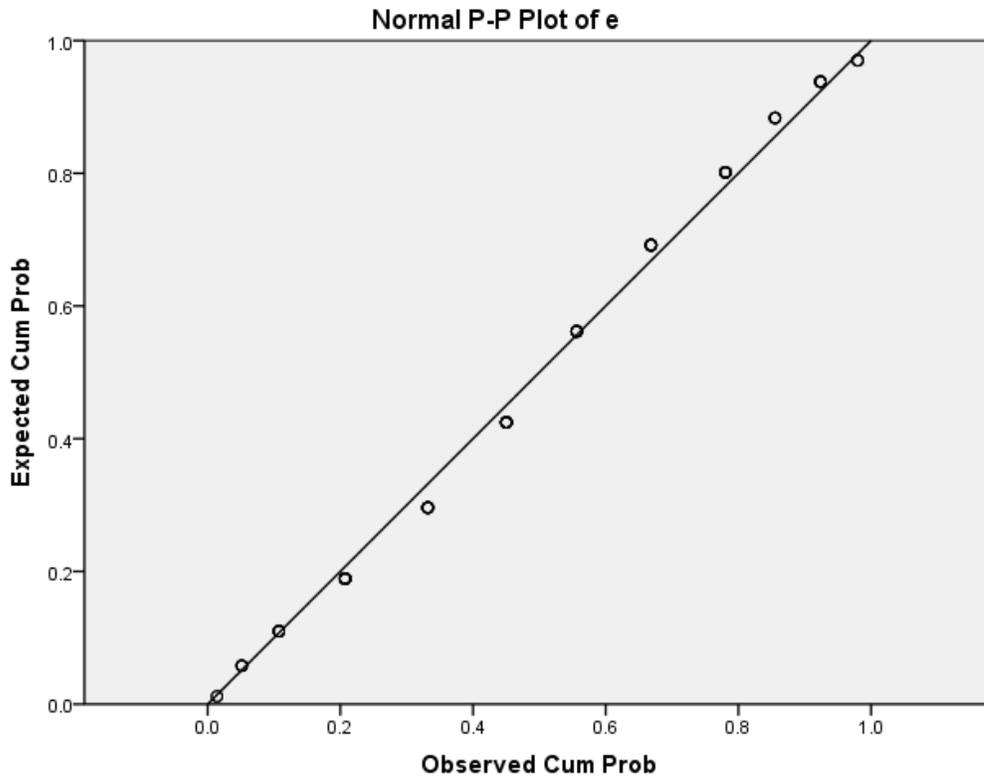


Figure 4 -12: Chart pplot correlation test hypotheses related to the fourth research

correlation coefficient	Conclusion	Error value	Significant level
0.406	Relationship exist	0.05	000

Table 4-13: Correlation results for the fourth hypothesis

A value of 0.05 is significantly greater than the null error to conclude if the value is less than the significance level of 0.05 assuming an error to conclude. Since the significance level of 0.000 and 0.05, the error is smaller than the default one to conclude, that there is a significant relationship between these two variables. The correlation coefficient is 0.406, indicating a positive correlation (positive) between empowerment and the NFP. The researcher's claim was confirmed.

Research proposals:

- (1) Encourage and strengthen social and professional organizations to create organizational innovation
- 2 is planned to enrich the social and organizational innovation culture
- 3 Due to the promotion of innovation in human resource training and foster a sense of cooperation
- 4 Encourage employees to develop creativity and innovation in organizations devolution
- 5 employees and creating the right environment for employees collaboration with authorities
- 6 programs for employee training, employee involvement in decision-making and the creation of offenses.

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