The Effect of Environmental Uncertainty on Organizational Structure, Considering the Mediating Role of Knowledge Management Capability

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Abstract

Determining the effect of environmental uncertainty on the different dimensions of organizational structure (centralization, formalization, complexity and integration), considering the mediating role of knowledge management capability, is the ultimate aim of this study which is done by examining 9 hypothesis. The population of this research is the active companies in the food industry. A sample of 40 managers from 20 companies in Solico corporate was selected as the statistical sample. It is a functional survey. The hypotheses were examined by regression analysis. The analytical results support the mediating role of knowledge management capabilities between environmental uncertainty and organizational structure. The results of this study emphasize on the significant role of knowledge management capabilities in facing environmental changes, decision making in uncertain situations and confronting structural changes for optimizing organization management.

Keywords: environmental uncertainty, knowledge management, organizational structure, centralization, complexity, integration

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