Effect of Cash Holdings on Capital Structure

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Abstract

This study aims to investigate the effect of organizational culture on the entrepreneurial orientation of the high school teachers with regard to the mediating role of knowledge management in Iranian Saveh City in 2012. The population of the research included 600 teachers of Saveh high school teachers, among whom 234 subjects were selected as the research sample by using Cochran formula and relational stratified random sampling method. After distributing and collecting the questionnaires we applied the Structural Equation Modeling using Smart PLS 2 and LISREL 8.8 to analyze the collected data and to test the hypotheses. This analysis was done in two sections: measurement model and structural model. In the first section, technical features of the questionnaire were investigated and the required corrections were applied. In second section, structural coefficients of the model were used to test our proposed hypotheses. Our results showed that organizational culture and its dimensions have a significant effect on the entrepreneurial orientation of the teachers. The findings also showed that the mediating variable of knowledge management has a significant effect on the relationship between organizational culture and the entrepreneurial orientation of the teachers.

Keywords: Capital Structure, Cash Holdings, Hypotheses

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