

Human Resources And Knowledge Management

Organizational strategies in the public sector are constantly changing and growing. In order for organizations to remain successful and competitive, they must ensure that the stream of knowledge is managed effectively. Building a Competitive Public Sector with Knowledge Management Strategy explores different practices and theories of knowledge management, providing an efficient way of sustaining knowledge to improve organizational learning and enhance company performance. By intelligently analyzing current research, this publication is beneficial to managers, practitioners, and researchers interested in increasing their knowledge management strategies in the public sector.

This book, though, provides a deep discussion about e-HRM issues so the reader can have a thoughtful background about the key role played by those who participate in e-HRM activities. A variety of experiences are provided to involve the reader in real problems and, thus, to help the reader gain an understanding of current and future e-HRM challenges. The books also explores the impact of IT on communication effectiveness, the concept of protean career, the integration of handheld computer technology into HR practice, the B2E models and, perspectives in organizational development and IT.

In order to strive for a competitive advantage in their industry, organizations have

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begun achieving innovation through knowledge-driven learning models to ensure that organizational activities are efficient and effective. Learning Models for Innovation in Organizations: Examining Roles of Knowledge Transfer and Human Resources Management provides relevant theoretical frameworks and empirical research findings to enhance knowledge management and learning competencies for organizational activities. This book offers assistance and guidance to managers and professionals of innovation firms, learning organizations, and other work communities through tools, techniques, and strategic suggestions for improvement.

The knowledge management concept has emerged to serve as one of the critical inputs to the strategic management process, and a common factor underpinning competitive advantage. Over the concept's development, knowledge management research has focused on the processes that enable a firm to recognize sources of data, to transform data into useful information, to disseminate the information, and to develop strategies based on its insights. More recently, the development of the concept has begun to focus on the critical antecedents that enable these knowledge management processes to be implemented more effectively and efficiently. This research book serves to highlight some of the antecedents of effective knowledge management through empirical research done by researchers all around the globe.

Establishing the agenda for global HR, this book looks through the eyes of HR professionals themselves. It gives a broad, coherent overview of the field of IHRM and

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a detailed, practical analysis of what is needed to be successful in this crucial area of modern management. A number of key questions are addressed: Does IHRM drive the business agenda more than domestic HRM? What is the impact of IHRM on organizational effectiveness? What are the keys to success in IHRM? Drawing upon current research conducted as part of the Chartered Institute of Personnel and Development's Globalization Research Project the text includes data from surveys of HR professionals and company practice as well as longitudinal case studies.

"Based on the importance of human being as creator and manager of knowledge towards the achievement of sustainability in the current digital age, this book is an effort to expose many studies taking the individuals as centers of knowledge and starting points for environmental, social and economic development. From various theoretical and empirical studies developed by researchers from Mexico, Colombia, and Brazil, this book exposes in an ordered sequence, the individual as the creator of knowledge, the role of human beings as knowledge managers with and for sustainability, the opportunities for knowledge sharing in virtual research collaborations for sustainability, and the advantages and disadvantages with and for sustainability from a human-centered perspective at the digital era. Besides, this text describes the antecedents of competitive advantage in a sustainable cooperative network, the knowledge management in technology projects, an empirical study of knowledge management of tutorial intervention, a model of processes and knowledge management to increase

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competitiveness, the role of Information and Communication Technologies (ICT) for managing sustainable practices, finishing with knowledge management trends with and for sustainability, from a human-centered perspective in the digital era. Offering an innovative approach, this book seeks to expand the understanding of the theme of knowledge management and sustainability from the perspective of the human resource as a generator of knowledge. There is mounting focus on knowledge-intensive work and sustainable development in the corporate world. In light of these trends, this edited volume will be of value to researchers, academics, professionals, and advanced students in the fields of management, environment and sustainability, and development studies"--

Despite over three decades of debate around the nature of human resource management (HRM), its intellectual boundaries and its application in practice, the field continues to be dogged by a number of theoretical and practical limitations. Written by an international team of respected scholars, this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity – including its darker sides. *Human Resource Management: A Critical Approach* opens with a critique of the very concept of HRM, tracing its development over time, and then systematically analyses the context of HRM, practice of HRM and international perspectives on HRM. New chapters commissioned for this second edition look at HRM and the issues of diversity, migration, global supply chains and economic crisis. This

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textbook is essential reading for advanced and inquisitive students of HRM, and for HRM professionals looking to deepen their understanding of the complexities of their field.

Knowledge management (KM) has become an important business strategy in an era of accelerated globalization, digitalization, and servitization of products and services. Maximizing the use of organizational resources becomes fundamental for continuous growth and prosperity. Organizations of various kinds such as resource-based organizations, product-based organizations, as well as knowledge-intensive service-oriented organizations require specific policies and support services to improve the knowledge management in their respective organizations. Knowledge Management Strategies and Applications focuses on the way organizations can create knowledge, share existing or new knowledge, and disseminate them among the stakeholders, most importantly among the employees, managers, customers, and suppliers. The selected topics are drawn from several fields of studies and give a multidisciplinary outlook. The book will be interesting not only for the researchers and students but also for the managers who want to improve knowledge sharing and innovation capabilities in their organizations.

An essential reference for HR professionals A Guide to the HR Body of Knowledge (HRBoK™) from HR Certification Institute (HRCI®) is an essential reference book for HR professionals and a must-have guide for those who wish

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to further their expertise and career in the HR field. This book will help HR professionals align their organizations with essential practices while also covering the Core Knowledge Requirements for all exams administered by HRCI. Filled with authoritative insights into the six areas of HR functional expertise: Business Management and Strategy; Workforce Planning and Employment; Human Resource Development; Compensation and Benefits; Employee and Labor Relations; and Risk Management, this volume also covers information on exam eligibility, and prep tips. Contributions from dozens of HR subject matter experts cover the skills, knowledge, and methods that define the profession's best practices. Whether used as a desk reference, or as a self-assessment, this book allows you to: Assess your skill set and your organization's practices against the HRCI standard Get the latest information on strategies HR professionals can use to help their organizations and their profession Gain insight into the body of knowledge that forms the basis for all HRCI certification exams As the HR field becomes more diverse and complex, HR professionals need an informational "home base" for periodic check-ins and authoritative reference. As a certifying body for over four decades, HRCI has drawn upon its collective expertise to codify a standard body of knowledge for the field. The HRBoK is the definitive resource that will be your go-to HR reference for years to come.

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"This book addresses the issues of HRM in SMEs by providing a channel of communication to disseminate knowledge; including management philosophies, culture, and management practices"--Provided by publisher.

Companies and organizations are increasingly more aware of the importance of people and their knowledge for dealing with economic scenarios as well as their relationships developed both inside and outside of the company. Strategic Approaches for Human Capital Management and Development in a Turbulent Economy examines the useful information developed by individuals presented within organizational structures, routines, and company policies. This book is an international platform for academics, researchers, lecturers, decision makers, and policy makers in order to enhance their understanding and collaboration in issues of knowledge management and human resource management.

This volume focuses on generational issues, gig economy in relation to human resources management, immigrant and refugee issues in human resources management, pay dispersion issues, network structures and human resources management, human resources issues in family organizations and managing human resources during economic downturns.

Knowledge Management (KM) has attracted much attention as a key strategy to achieve organisational success and survival in today's unpredictable and highly

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competitive environment. And yet, unless people in organisations possess the learning capability to use knowledge creatively, a well developed knowledge management system cannot be directed at sustaining profitability. In the new economy, the achievement of a sustained competitive advantage depends on firm's capacity to develop and deploy its knowledge based resources. One way of ensuring competitive advantage is to develop a highly-skilled workforce equipped with the knowledge and expertise required to stay ahead in the marketplace. The topic of KM is still at a relatively young stage of development. There are many areas of debate within the literature concerning the management of knowledge. One of the main areas where understanding is still limited is the role of Human Resources Management (HRM). Within the search of the key factors that explain knowledge management effectiveness, this publication aims to advance a simultaneously conceptual and practical framework that links HRM and knowledge management.

It is widely held that the successful management of knowledge resources within industry creates value. However, how this value is created is less clear. This book explores the management of knowledge resources in organisations. Several of the frameworks which have been created around the world to manage knowledge resources are examined and the book contains several examples of

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these frameworks in action in order to assess their relevance. The author revolutionizes the measurement and management of intellectual capital and knowledge resources by establishing the important link between organisational strategy and the intellectual capital of an organisation. Drawing on previously established frameworks, Ricceri creates a framework for the Strategic Management of Knowledge Resources. Ricceri's thorough analysis of the subject includes analysis and discussion of issues such as resources dynamics and stakeholder engagement.

This book constitutes the refereed proceedings of the 16th IFIP WG 8.1 International Conference on Informatics and Semiotics in Organisations, ICISO 2015, held in Toulouse, France, in March 2015. The 21 revised papers presented were carefully reviewed and selected from 46 submissions. The papers are organized in the following topical sections: organisational semiotics: theory and concepts; organisational semiotics and applications; information systems and services; complex system modeling and simulation; and innovation and organisational learning.

Each new generation of upcoming professionals requires different strategies for effective management within the workforce. In order to promote a cohesive and productive environment, managers must take steps to better understand their

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employees. The Handbook of Research on Human Resources Strategies for the New Millennial Workforce is an authoritative reference source for the latest scholarly research on theoretical frameworks and applications for the management of millennials entering the professional realm. Focusing on methods and practices to enhance organizational performance and culture, this book is ideally designed for managers, professionals, upper-level students, and researchers in the fields of human resource and strategic management.

Essay from the year 2011 in the subject Business economics - Personnel and Organisation, grade: 75 %, Queensland University of Technology, course: Contemporary Issues in HRM, language: English, abstract: Since the beginning of the 1990's knowledge management has gained a significant role in research as well as in practice in today's global organisations. This is due to several changes that took place in the last 20 years, one of the most important ones being the general and global shift from manufacturing to service business (Evans, 2003), increasing global competition and the rise and development of information and communication technology (ICT) (Davenport & Prusak, 1998). Information and knowledge today are often seen as the main determining factors of competitiveness of organisations (Evans, 2003). Modern organisations therefore have to ask themselves how to implement an effective knowledge management. The terms knowledge and knowledge management are difficult to define and differ in meaning according to the context. Therefore, in order to keep it simple, both terms should be seen, in this essay, in the context of an organisation's knowledge management system which is "a system that enhances organizational learning through facilitation of

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knowledge (both tacit and explicit) exchange and sharing” (Yahya & Goh, 2002, p. 458). This essay will deal with the link between knowledge management and human resource management (HRM) and in particular with the question how HRM can contribute to share tacit knowledge within an organisation.

Providing critical and pragmatic coverage of contemporary ideas in human resource management, this text looks at some of the key issues and topics in the field.

Within the past 10 years, tremendous innovations have been brought forth in information diffusion and management. Such technologies as social media have transformed the way that information is disseminated and used, making it critical to understand its distribution through these mediums. With the consistent creation and wide availability of information, it has become imperative to remain updated on the latest trends and applications in this field. *Information Diffusion Management and Knowledge Sharing: Breakthroughs in Research and Practice* examines the trends, models, challenges, issues, and strategies of information diffusion and management from a global context. Highlighting a range of topics such as influence maximization, information spread control, and social influence, this publication is an ideal reference source for managers, librarians, information systems specialists, professionals, researchers, and administrators seeking current research on the theories and applications of global information management.

The concept of strategic human resource management has developed widely in the last couple of years, especially because of the impact of human resources on the competitiveness of organizations. The development of human resource strategies involves taking into account their multiple mutual dependencies and the fact that they must be vertically integrated with the

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business strategy. These strategies define the intentions and plans related to the overall organizational considerations, such as organizational competitiveness, effectiveness or image, and to more specific aspects of human resources management, such as resourcing, motivating, valuating, learning and development, reward and employee relations. Strategic management of human resources provides a large perspective on the way critical issues or success factors related to people can be addressed and how different concepts of strategic decisions are made, with long-term impacts on the behavior and success of the organization. The fundamental objective of human resource strategic management is to generate strategic capabilities by ensuring that the organization has the high-qualified, committed and well-motivated employees it needs to achieve and sustain the competitive advantage. The emergence of strategic human resource management (SHRM) is influenced by global competition and the corresponding search for sources of a sustainable competitive advantage. SHRM has achieved its prominence because it provides a means by which business firms can enhance the competitiveness and promote managerial efficiency. It facilitates the development of human capital that meets the requirements of a competitive business strategy, so that organizational goals and the mission of the organization will be achieved. The HRM system is defined as "a set of distinct but interrelated activities, functions and processes that are directed at attracting, developing, and maintaining (or disposing of) a firm's human resources." Many agree that HRM is the most effective tool which contributes to the creation of human capital, and in turn, contributes to organizational performance and the competitive advantage. This book puts emphasis on understanding the role of HRM between organizations and people and provides an analytical approach toward encompassing HRM, employment relations, and

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organizational behavior. As a management discipline, HRM draws insights, models and theories from cognate disciplines and applies them to real-world settings. Further, this book discusses how current theoretical perspectives and frameworks (e.g., those related to strategic competitiveness, knowledge management, learning organization, communities of practice, etc.) can be applied by reflective practitioners to create an eco-friendly organizational culture. Continuous improvements in businesses practices have created enhanced opportunities for growth and development. This not only leads to higher success in day-to-day profitability, but it increases the overall probability of success for organizations. The Handbook of Research on Tacit Knowledge Management for Organizational Success is a pivotal reference source for the latest advancements and methodologies on knowledge administration in the business field. Featuring extensive coverage on relevant areas such as informal learning, quality management, and knowledge acquisition, this publication is an ideal resource for practitioners, marketers, human resource managers, professors, researchers, and students seeking academic material on knowledge management techniques.

This report follows up on an interim report released in February 2004 that focused on immediate needs in the areas of animal care and management, recordkeeping, and pest control. The report finds that the zoo has made good-faith efforts to correct deficiencies noted in the interim report and has made some noticeable improvements in the past year in zoo operations and animal care. However, problems in areas such as staff training, workplace culture, and strategic planning still need to be addressed. Specifically, the report recommends that the zoo immediately develop and implement animal-care training programs to ensure that people who are directly responsible for the well-being of its animal collection are adequately

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prepared and competent. The report commends a zoo-initiated strategic planning process as a positive step, but recommends it contain a more detailed, comprehensive strategy of how it will meet short-term goals and that it should link plans to upgrade facilities with those to acquire animals. The zoo should also focus on improving communication among keepers, veterinarians, nutritionists, senior managers, and curators.

Conferences, symposiums, and other large events that take place at far away hotels require many hours of preparation to plan and need a capable event staff to market. Without the innovative technologies that have changed the face of the tourism industry, many destinations would be unequipped to handle such a task. Impact of ICTs on Event Management and Marketing is a collection of innovative research on the methods and applications of information and communications technologies on almost all facets of hospitality and tourism-related businesses including hotels, restaurants, and other tourism areas. While highlighting topics including digital marketing, artificial intelligence, and event tourism, this book is ideally designed for business managers, event planners, and marketing professionals.

Success in an increasingly competitive market depends on the quality of knowledge which organisations apply to their major business processes. For example, a supply chain depends on knowledge of diverse areas, including raw materials, planning, manufacturing, and distribution. Likewise, product development requires knowledge of consumer requirements, new science, new technology, and marketing. Knowledge is broadly defined as credible information that is of potential value to an organisation. Knowledge management (KM) is a function of generation and dissemination of information, developing a shared understanding of information, filtering shared understandings into degrees of potential value, and storing

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valuable knowledge within the confines of an accessible organisational mechanism. Analyzes key critical HR variables and defines previously undiscovered issues in the HR field.

This book examines the role of the HR developer within the context of a learning organisation. It looks at the four central stages of human resource development: 1. human resource needs, investigation and identification 2. design of learning programs 3. implementation of formal and informal learning activities 4. evaluation of the learning experience. These central stages are examined within the wider context of adult learning theories, managing diversity, strategic human resource management and the creation of knowledge. An overarching theme is human resource development in conditions of uncertainty, based on values and creativity and relying heavily on the knowledge creation skills and abilities of individuals. The text emphasizes the fundamentals of HRD and how it fits into a broader category of strategic planning and management, and the practical application of the theory. The book is designed for upper level courses in HRD and Adult Learning in management and education at both undergraduate and postgraduate levels.

In clear, readable language, consultant and researcher Kevin Desouza accomplishes an unlikely feat: explaining artificial intelligence to nonspecialists, in a way that experts will recognize and accept as correct and immediately applicable. Workers in knowledge management are relatively isolated from each other, businesspeople are still

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unconvinced that artificial intelligence has much to offer, and engineers creating the latest algorithm or device seldom consider its value for businesspeople--Desouza seeks to change all that. He maintains that knowledge will be traded like physical goods, and that businesses must leverage knowledge resources within its organizations to survive in a highly competitive marketplace. Introducing us the concepts and significance of knowledge management, he shows that incorporating artificial intelligence computer-based techniques into business settings can provide truly significant gains in productivity. This book is among the first of its kind to provide a comprehensive one-stop guide to the basics of knowledge management, plus a lucid explanation of A.I., and how to use it in almost all types of organizational settings.

The Link between Knowledge Management and Human Resource ManagementGRIN Verlag

Companies are embracing knowledge management in an attempt to offset the damaging effects of downsizing and greater job mobility.

With the emergence of a new, powerful breed of organization--the knowledge organization--comes a bold challenge to the management of people. Employees with special cutting-edge knowledge and the ability to transform it into marketable goods and services cannot be managed in the old way. Only new ways and updated and adapted ways can work. Amar provides an in-depth understanding of who these knowledge workers are, and how to select, adapt, and develop new concepts,

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principles, strategies, and techniques to manage them effectively. With practical, ready-to-use assessment tools and instruments to redesign obsolescent management practices, this is an essential resource.

Human resources management is essential for any workplace environment and is deemed most effective when a strategic focus is in place to ensure that people can facilitate that achievement of organizational goals. But, effective human resource management also contains an element of risk management for an organization which, as a minimum, ensures legislative compliance. *Human Resources Management: Concepts, Methodologies, Tools, and Applications* compiles the most sought after case studies, architectures, frameworks, methodologies, and research related to human resources management. Including over 100 chapters from professional, this three-volume collection presents an in-depth analysis on the fundamental aspects, tools and technologies, methods and design, applications, managerial impact, social/behavioral perspectives, critical issues, and emerging trends in the field, touching on effective and ineffective management practices when it comes to human resources. This multi-volume work is vital and highly accessible across the hybrid domain of business and management, essential for any library collection.

Acclaim for the first edition: 'Handbook of Research in International Human Resource Management represents a welcome contribution to IHRM literature and will be required readings for both novices and veteran researchers.' – Dana B. Minbaeva, British

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Journal of Industrial Relations'. . . a rich array of contributors including some of the biggest names in the field.' – Roger Bell, Delta Intercultural Academy The second edition of this Handbook provides up-to-date insight into ground-breaking research on international human resource issues today. These issues are faced by multinational companies which can be as small as one person with a computer and Internet connection or as large as a medium-sized country. Written by the field's most distinguished researchers, the book will stimulate thought for new research and provide a glimpse of where we have been and where we are going. The book explores issues such as the importance of linking IHRM activities to organizational strategy and culture; talent management; staffing; performance management; leadership development; diversity management; international assignment and mobility issues; and the role of IHRM in the management of global teams and cross-border joint ventures, mergers and acquisitions. The Handbook illustrates that IHRM research is both theoretically deep and eclectic. Drawing upon a range of paradigms and perspectives this compendium will prove invaluable for HRM scholars, doctoral students, and others interested in IHRM research.

This book demonstrates that for businesses to thrive in today's economy, human resource managers must take on four new roles: human capital steward, knowledge facilitator, relationship builder, and rapid deployment specialist. Each role is discussed in detail using examples from leading businesses.

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Human resource professionals are an essential part of an organization; by helping to establish a rapport between employees and their managers and providing individual support, they ensure the overall well-being and success of an establishment. However, in certain sectors, such as academia or industrial settings, their role still remains unclear. *Bridging the Scholar-Practitioner Gap in Human Resources Development* examines the knowledge breach in the role of human resources professionals and the pivotal role they play in an organization. Featuring timely research, future implications, and practical applications of theoretical assumptions, this publication is a pivotal source for professionals, practitioners, academics, and researchers interested in the impact human resources specialists have in organizational settings.

Knowledge management has been growing in importance and popularity as a research topic and business initiative. This book documents the key issues of knowledge management and serves as an useful resource for academicians, practitioners, researchers, and students. "This book offers disparate yet important perspectives of various information professionals pertaining to recruitment, retention and career development of individuals within organizations"--Provided by publisher.

This eighteenth volume in the Jossey-Bass Organizational Frontiers Series provides an in-depth examination of how I/O psychologists can help find, recruit, and manage knowledge. The authors explain the nature of different types of knowledge, how knowledge-based competition is affecting organizations, and how these ideas relate to innovation and learning in organizations. They describe the strategies and organizational structures and designs that facilitate the acquisition and development of knowledge. And they discuss how continuous

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knowledge acquisition and innovation is promoted among individuals and teams and how to foster the creation of new knowledge. In addition, they explain how to assess the climate and culture for organizational learning, measure and monitor knowledge resources at the organizational level, and more.

HRM is central to management teaching and research, and has emerged in the last decade as a significant field from its earlier roots in Personnel Management, Industrial Relations, and Industrial Psychology. People Management and High Performance teams have become key functions and goals for manager at all levels in organizations. The Oxford Handbook brings together leading scholars from around the world - and from a range of disciplines - to provide an authoritative account of current trends and developments. The Handbook is divided into four parts: * Foundations and Frameworks, * Core Processes and Functions, * Patterns and Dynamics, * Measurement and Outcomes. Overall it will provide an essential resource for anybody who wants to get to grips with current thinking, research, and development on HRM. This introductory level textbook critically reviews and analyses the key themes underpinning knowledge management in organisations. It presents the key debates in this area, including coverage of epistemologies of knowledge, managing and sharing knowledge, and learning and innovation.

In a highly competitive environment of business and education, organizations are aware of the significance of intangible assets. They are capable of determining the intangible assets that the organization possess, but they are incapable of determining and establishing the process for managing, measuring, and organizing these assets to ensure that they are well activated and used. The concept of knowledge management has been developed and is of interest to both

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researchers and administrators, by emphasizing its importance and its necessity to adopt such a modern management approach and policy. It is presenting that knowledge management processes play a focal role in developing and progressing organizations due to their great impact in solving problems, developing the best administrative procedures and processes, besides being a method to deal with the variables and challenges of achieving strategic goals of organizations. In addition to this, employee job satisfaction is clarified as one of the most consequential element of human resource management in organizations, whereby educational, business, non-profit organizations nowadays seek to enhance the utilization of its human resources regarding skills or creativity or latent creative ideas, which leads to developing both employee and organizational performance. The main purpose of this study is to describe and correlate the role of knowledge management processes that consist of: (knowledge creating, knowledge sharing, knowledge storage, and knowledge implementation) in human resource management based on job satisfaction. The empirical part of this study applies quantitative research design for collecting and analyzing, and data has been tested. The quantitative research design compliments the research problem. Questionnaire survey techniques have been tested as the most suitable data collection instrument to receive the necessary data. The outcome of the study indicates that all independent variables in the knowledge management processes have a statistically significant positive impact on the dependent variable that is human resource management based on employee job satisfaction.

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