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Sharing Is Caring: The Impact of Person-Organisation Fit on Knowledge Sharing in High-Technology Firms, and the

Moderating Role of Internal and External Recruitment - Sabina Dörner 2022-03-21 Literature Review from the year 2021 in the subject

Leadership and Human Resource Management - Miscellaneous, grade: 2,0, Maastricht University, language: English, abstract: This literature review investigates the impact of person-organization fit on knowledge sharing in high-technology firms and whether the relationship is moderated by internal and external recruitment. High-technology firms are depending on the skills and know-how of their human resources to outperform their competitors in dynamic industries. However, knowledge workers in high-technology firms regard their knowledge as their main capital, providing them with power and security. This discourages knowledge sharing at the expense of firm performance. Fostering person-organization fit through HR practices that meet the employees' needs and interests increases employee commitment and motivates them to engage in activities that contribute to achieving the firm's strategic goals, such as exchanging and creating knowledge. By hiring candidates that fit with the company, high-technology firms can ensure P-O fit and thus facilitate knowledge sharing. To promote a good fit with the company, high-technology firms should fill positions through internal mobility rather than external hiring. Internal recruitment provides more valuable information about the candidates who already have prior experience in the company. It also creates a commitment-based environment of trust and cooperation, allowing employees to be open and share knowledge with each other. Moreover, high-technology firms must develop a mindset shared by employees and the organization, which entails the employees' understanding of how they can contribute to the achievement of the organizational objectives. HR practices can create a common mindset that values and embraces the exchange and creation of

knowledge. To increase the motivation for sharing knowledge, high-technology firms can introduce a team-based incentive system that rewards the sharing of useful information. Overall, high-technology firms can facilitate knowledge sharing by implementing HR practices that promote the fit between person and organisation, including internal selection practices, to gain a long-term competitive advantage from their employees' knowledge.

Handbook of Research on Organizational Culture Strategies for Effective Knowledge Management and Performance - Tessier, Dana 2021-06-25 Organizations are facing major disruptions in technology, consumer preferences, and in the makeup of their workforce, and as a result, they will need to adapt to these rapidly changing times to stay effective. Organizations that are able to tap into the collective knowledge of their employees and leverage their insights will have an advantage over those that lack this connectivity. Implementing a knowledge management (KM) strategy can help organizations improve operational effectiveness, innovation, and adapt to changes, but the majority of KM implementations fail due to misalignment with the organization's existing culture. Organizational culture can enable effective KM, or it can be a barrier to its implementation. The Handbook of Research on Organizational Culture Strategies for Effective Knowledge Management and Performance defines the relationship between organizational culture and knowledge management and how they impact one another. This handbook also identifies critical business practices to assist organizations in transitioning to work from home while maintaining a strong corporate culture that includes beneficial knowledge-sharing behaviors. Covering topics including knowledge management, organizational culture, and change

management, this text is essential for managers, executives, practitioners, leaders in business, non-profits, academicians, researchers, and students looking for research on how organizations can thrive and adapt due to emerging global disruptions as well as local or internal disruptions.

Effective Knowledge Management Systems in Modern Society - Jennex, Murray E. 2018-07-20 Within the past ten years, tremendous innovations have been brought forth in information technology and knowledge management. Some of the key technical innovations have included the introduction of social media, artificial intelligence, as well as improved network connectivity and capacity. Effective Knowledge Management Systems in Modern Society is a critical scholarly resource that presents an overview of how technical, social, and process changes are impacting the way knowledge systems are being designed. Featuring coverage on a broad range of topics such as knowledge engineering, cognitive ergonomics, and interorganizational knowledge, this book is geared toward consultants, practitioners, and researchers seeking current research on how new approaches in knowledge management impact information technology professionals.

Lisrel 7 User's Reference Guide - K. G. Jöreskog 1989-01-01

From the Internet of Things to the Internet of Ideas: The Role of Artificial Intelligence - Abdalmuttaleb M. A. Musleh Al-Sartawi 2022-11-18 This book shows latest research on the role Artificial inelegance in enabling IoT to evoke IoI, and how IoI flourish inside technologies like social media platforms, social networks: communities of practice/interest, to assure a globally sustainable unit where humans integrate with machines to collaboratively share ideas and solve complex problems. Such a book holds

several benefits. It will reveal theoretical practical, and managerial implications through discussions that will embrace a wide array of technologies focused on the role of AI enabled IoT to evoke IoI. EAMMIS 2022 was organized by the Bridges Foundation in cooperation with Coventry University, UK on the 10th and 11th of June 2022. EAMMIS 2022 theme was From the Internet of Things to the Internet of Ideas: The role of Artificial Intelligence. The papers presented at the conference provide a holistic view of AI and its applications, IOT and the IOI which will help societies to better use and benefit from AI, IOT and IOI to develop future strategies and actions.

Case Studies in Knowledge Management - Murray E. Jennex 2005-01-01 Case Studies in Knowledge Management provides rich, case-based lessons learned from several examples of actual applications of knowledge management in a variety of organizational and global settings. A variety of KM issues are explored, including issues associated with building a KMS, organizational culture and its effect on knowledge capture, sharing, re-use, strategy, and implementation of KM initiatives and a KMS. The benefit of focusing on case and action research is that this research provides an extensive and in-depth background and analysis on the subjects, providing readers with greater insight into the issues discussed.

Knowledge Management in Organizations - Lorna Uden 2015-08-03 This book contains the refereed proceedings of the 10th International Conference on Knowledge Management in Organizations, KMO 2015, held in Maribor, Slovenia, in August 2015. The theme of the conference was "Knowledge Management and Internet of Things." The KMO conference brings together researchers and developers from industry and academia to discuss how knowledge management using big data can improve

innovation and competitiveness. The 59 contributions accepted for KMO 2015 were selected from 163 submissions and are organized in topical sections on: knowledge management processes, successful knowledge sharing and knowledge management practices, innovations for competitiveness, knowledge management platforms and tools, social networks and mining techniques, knowledge management and the Internet of Things, knowledge management in health care, and knowledge management in education and research.

Proceedings of the 23rd International Conference on Industrial Engineering and Engineering Management 2016 - Ershi Qi 2017-03-07 International Conference on Industrial Engineering and Engineering Management is sponsored by Chinese Industrial Engineering Institution, CMES, which is the unique national-level academic society of Industrial Engineering. The conference is held annually as the major event in this area. Being the largest and the most authoritative international academic conference held in China, it supplies an academic platform for the experts and the entrepreneurs in International Industrial Engineering and Management area to exchange their research results. Many experts in various fields from China and foreign countries gather together in the conference to review, exchange, summarize and promote their achievements in Industrial Engineering and Engineering Management fields. Some experts pay special attention to the current situation of the related techniques application in China as well as their future prospect, such as Industry 4.0, Green Product Design, Quality Control and Management, Supply Chain and logistics Management to cater for the purpose of low-carbon, energy-saving and emission-reduction and so on. They also come up with their assumption and outlook about the related

techniques' development. The proceedings will offer theatrical methods and technique application cases for experts from college and university, research institution and enterprises who are engaged in theoretical research of Industrial Engineering and Engineering Management and its technique's application in China. As all the papers are feathered by higher level of academic and application value, they also provide research data for foreign scholars who occupy themselves in investigating the enterprises and engineering management of Chinese style.
Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications - Management Association, Information Resources 2017-02-10 The questionable practices and policies of many businesses are coming under scrutiny by consumers and the media. As such, it important to research new methods and systems for creating optimal business cultures. Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications is a comprehensive resource on the latest advances and developments for creating a system of shared values and beliefs in business environments. Featuring extensive coverage across a range of relevant perspectives and topics, such as organizational climate, collaboration orientation, and aggressiveness orientation, this book is ideally designed for business owners, managers, entrepreneurs, professionals, researchers, and students actively involved in the modern business realm.
Proceedings of the 14th European Conference on Knowledge Management - Brigita Janiūnaitė 2013-01-09 The University of Jyvaskyla is proud to welcome the 12th edition of the European Conference in Cyber Warfare to Jyvaskyla. We intend to make this event as enjoyable as possible both on scientific and human aspects. As in previous

years, ECCWS will address elements of both theory and practice of all aspects of Information Warfare and Security, and offers an opportunity for academics, practitioners and consultants involved in these areas to come together and exchange ideas. We also wish to attract operational papers dealing with the critical issue that the modern world has to face regarding the evolution of cyberwarfare capabilities development by nation states. The programme for the event promises an extensive range of peer-reviewed papers, networking opportunities and presentations from leaders in the field."

Cross-Cultural Knowledge Management - Manlio Del Giudice 2011-12-14 Cross-cultural knowledge management, an elusive yet consequential phenomenon, is becoming an increasingly essential factor in organizational practice and policy in the era of globalization. In order to overcome culturally shaped blind spots in conducting research in different settings, this volume highlights how the structuring of roles, interests, and power among different organizational elements, such as teams, departments, and management hierarchies (each comprised of members from different intellectual and professional backgrounds), generates various paradoxes and tensions that bring into play a set of dynamics that have an impact on learning processes. In this context, such questions often arise: How is knowledge shared in the multicultural organization? What problems and issues emerge? How do different mentalities affect people's responses to new knowledge and new ideas? How can knowledge-sharing processes be improved? Under which conditions do ideas generated by units or groups of different cultural traditions have a chance of being heard and implemented? Such questions translate into an investigation of potential managerial dilemmas that occur when

different but equally valid choices create tensions in decision making. The authors draw from experiences working with a wide variety of organizations, and insights from such fields as sociology and psychology, to shed new light on the dynamics of knowledge management in the multicultural enterprise. In so doing, they help to identify both obstacles to successful communication and opportunities to inspire creativity and foster collaboration. The authors note that in order to enable organizations to transfer knowledge effectively, mechanisms for dispute settlement, mediation of cultural conflict, and enforcing agreements need to be in place.

The New Edge in Knowledge - Carla O'Dell 2011-03-01 The best thinking and actions in the fast-moving arena of collaboration and knowledge management The New Edge in Knowledge captures the most practical and innovative practices to ensure organizations have the knowledge they need in the future and, more importantly, the ability to connect the dots and use knowledge to succeed today. Build or retrofit your organization for new ways of working and collaboration by using knowledge management Adapt to today's most popular ways to collaborate such as social networking Overcome organization silos, knowledge hoarding and "not invented here" resistance Take advantage of emerging technologies and mobile devices to build networks and share knowledge Identify what can be learned from Facebook, Twitter, Google and Amazon to make firms and people smarter, stronger and faster Straightforward and easy-to-follow, this is the resource you'll turn to again and again to get-and stay-in the know. Plus, the book is filled with real-world examples – the case studies and snapshots of how best practice companies are achieving success with knowledge management. Praise for The New Edge in

Knowledge: How Knowledge Management is Changing the Way We Do Business "You may think you know knowledge management, but this is new—how knowledge initiatives can incorporate social media, mobile technologies, and learning, for example. This book integrates the new knowledge management with the best of the old, such as communities of practice and measurement. KM still matters, and this book tells you why." —Thomas H. Davenport, President's Distinguished Professor of IT and Management, Babson College "Over the last decade, knowledge management has emerged as a key success factor for the modern corporation, driven by tremendous advances in business analytics. This book studies the best practices in knowledge management and how leadership companies are applying them today." —Virginia M. Rometty, Senior Vice President and Group Executive Sales, Marketing and Strategy, IBM "APQC has been on the leading edge of knowledge management for almost two decades. O'Dell and Hubert have captured those best practices and created a road map to transform the way people work. Reap the benefits of their experience." —C. Jackson Grayson, Chairman and Founder, APQC and co-author of If Only We Knew What We Know "The New Edge in Knowledge is a useful how-to manual that takes best practice sharing and organizational capability building to the next level: Web 2.0, social networking, mobility, and communities of practice. National and international examples show how companies can create strategic alignment and systematic management to transfer knowledge rapidly and effectively." —Rosabeth Moss Kanter, Harvard Business School professor and author of SuperCorp: How Vanguard Companies Create Innovation, Profits, Growth, and Social Good "What has made our KM program strong is sticking to the fundamentals-- that's exactly what this book outlines.

It provides trusted advisor guidance on how any company or organization can take the concrete steps to create and implement a world class KM strategy." —Dan Ranta, Director of Knowledge Sharing, ConocoPhillips "Carla O'Dell and Cindy Hubert have written an amazingly down to earth, useful and practical book on knowledge management and its importance to modern business. Starting with the distinction between information and knowledge, they provide a viewpoint that leaves IT in the dust. Read it to prepare for tomorrow's world!" —A. Gary Shilling, President, A. Gary Shilling & Co., Inc. "A practical business approach to knowledge management, this book covers KM's value proposition for any organization, provides proven strategies and approaches to make it work, shares how to measure KM's impact, and illustrates high level knowledge sharing with wonderful case studies. Well done!" —Jane Dysart, Conference Chair, KMWorld & Partner, Dysart & Jones Associates "This book is a tour de force in the field of knowledge management. Read every single page and learn about best practices from the leading firms around the world. All of this and more from the company that leads the way in the field: APQC. I highly recommend it for your bookshelf." —Dr. Nick Bontis, Director, Institute for Intellectual Capital Research "Food for thought from two of the pioneers. Carla O'Dell and Cindy Hubert have been in the trenches with many of the organizations that have succeeded in leveraging KM for business benefit. They recognized early the symbiotic relationship between knowledge flow and work flow and have guided practitioners in the quest to optimize and streamline both." — Reid Smith, Enterprise Content Management Director, Marathon Oil Company "Carla O'Dell and Cindy Hubert take knowledge management from vague idea to strategic enabler. In so doing, they clear up the not only the whats, but the

whys and the hows. This book establishes knowledge management as an organizational discipline. The authors offer a straightforward set of execution steps, coaching readers on how to launch their own knowledge management programs in a deliberate and rigorous way." —Jill Dyché, Partner and Co-Founder, Baseline Consulting; Author of Customer Data Integration: Reaching a Single Version of the Truth "The authors and APQC have put together an excellent 'how to' manual for Knowledge Management (KM) that can benefit any organization, from those experienced in KM to those just starting. The authors have taken their years of experience and excellence in this field and written a masterful introduction and design manual that incorporates industry best-practices and alerts readers to the pitfalls they are likely to encounter. This book needs to be in the hands of every KM professional and corporate senior leader." —Ralph Soule, a member of the US Navy

Big Data and Knowledge Sharing in Virtual Organizations - Gyamfi, Albert 2019-01-25 Knowledge in its pure state is tacit in nature—difficult to formalize and communicate—but can be converted into codified form and shared through both social interactions and the use of IT-based applications and systems. Even though there seems to be considerable synergies between the resulting huge data and the convertible knowledge, there is still a debate on how the increasing amount of data captured by corporations could improve decision making and foster innovation through effective knowledge-sharing practices. Big Data and Knowledge Sharing in Virtual Organizations provides innovative insights into the influence of big data analytics and artificial intelligence and the tools, methods, and techniques for knowledge-sharing processes in virtual organizations. The content

within this publication examines cloud computing, machine learning, and knowledge sharing. It is designed for government officials and organizations, policymakers, academicians, researchers, technology developers, and students.

Becoming a Knowledge-Sharing Organization - Steffen Soulejman Janus 2016-10-28
This volume offers a simple, systematic guide to creating a knowledge sharing practice in your organization. It shows how to build the enabling environment and develop the skills needed to capture and share knowledge gained from operational experiences to improve performance and scale-up successes. Its recommendations are grounded on the insights gained from the past seven years of collaboration between the World Bank and its clients around the world—ministries and national agencies operating in various sectors—who are working to strengthen their operations through robust knowledge sharing. While informed by the academic literature on knowledge management and organizational learning, this handbook's operational background and many real-world examples and tips provide a missing, practical foundation for public sector officials in developing countries and for development practitioners. However, though written with a public sector audience in mind, the overall concepts and approaches will also hold true for most organizations in the private sector and the developed world.

People, Knowledge and Technology - Bruno Trezzini 2004-12-07
This collection of papers from the First International Conference on Knowledge Management (iCKM 2004) offers insights into the state-of-the-art in KM and the challenges lying ahead. Grouped into six themes — communities and collaboration, knowledge sharing, culture as context, knowledge

management strategies, knowledge creation, and knowledge discovery — authors provide thought-provoking theoretical and practical discussions, through quantitative analyses and detailed case-studies. iCKM 2004 was organized by the Information and Knowledge Management Society (iKMS), a non-profit society dedicated to the promotion of KM theory and practice. The proceedings have been selected for coverage in: • Index to Social Sciences & Humanities Proceedings® (ISSHP® / ISI Proceedings) • Index to Social Sciences & Humanities Proceedings (ISSHP CDROM version / ISI Proceedings) Contents:Abstracts of Keynote AddressesCommunities and CollaborationKnowledge SharingCulture as ContextKnowledge Management StrategiesKnowledge CreationKnowledge DiscoveryAbstracts of Poster Presentations Readership: Academics and professionals in the field of knowledge management.

Keywords:Knowledge Management;Innovation;Communities;Collaboration;Knowledge Sharing;Culture;Knowledge Creation;Knowledge Management Strategies;Knowledge Discovery

Handbook of Research on the Evolution of IT and the Rise of E-Society - Habib, Maki 2018-09-07
Rapid advancement in information and communication technologies have led to interconnected and predominately online interactions in the current era. It is crucial for current organizations to adapt and integrate internet technologies to increase flexibility, effective services, and competitiveness. The Handbook of Research on the Evolution of IT and the Rise of E-Society is a pivotal reference source that provides vital research on the application of embedded and connected technology and its role in modern society. While highlighting topics such as information privacy, knowledge

management, and social media, this publication explores the development and cultivation of e-community in organizations, as well as the methods of addressing interpersonal facilitation, user-friendly design, and mobile accessibility. This book is ideally designed for program developers, computer engineers, managers, business professionals, researchers, and graduate-level students seeking current research on the adoption and efficient usage, formation, and maintenance of internet and communication technology interaction.

Research in Organizations - Richard A. Swanson 2005-07-01
Richard A. Swanson and Elwood F. Holton, leading scholars in the field, bring together contributions from more than twenty distinguished researchers from multiple disciplines to provide a comprehensive introductory textbook on organizational research. Designed for use by professors and students in graduate-level programs in business, management, organizational leadership, and human resource development, Research in Organizations teaches how to apply a range of methodolgies to the study of organizations. This comprehensive guide covers the theoretical foundations of various research methods, shows how to apply those methods in organizational settings, and examines the ethical conduct of research. It provides a holistic perspective, embracing quantitative, qualitative, and mixed-methodology approaches and illuminating them through numerous illustrative examples.

Knowledge sharing - 2005
This e-book examines the importance of knowledge sharing within organisations. It explores whether the organizational processes we follow in everyday life can be applied to organizational life.
Knowledge Management - Paul R. Gamble 2001
Knowledge management can be defined as identifying,

organizing, transferring and using the information and knowledge, both personal and institutional, within an organization to support its strategic objectives. Knowledge Management sets out to show readers how to do so.

Knowledge, Organization, and Management - John Child 2013-06-13

'Knowledge, Organization, and Management' brings together key examples of Max Boisot's work into a single volume, setting these alongside original, extended commentaries and reflections by his academic collaborators.

Technology and Knowledge Flow - Guglielmo Trentin 2011-08-05

This book outlines how network technology can support, foster and enhance the Knowledge Management, Sharing and Development (KMSD) processes in professional environments through the activation of both formal and informal knowledge flows. Understanding how ICT can be made available to such flows in the knowledge society is a factor that cannot be disregarded and is confirmed by the increasing interest of companies in new forms of software-mediated social interaction. The latter factor is in relation both to the possibility of accelerating internal communication and problem solving processes, and/or in relation to dynamics of endogenous knowledge growth of human resources. The book will focus specifically on knowledge flow (KF) processes occurring within networked communities of professionals (NCP) and the associated virtual community environments (VCE) that foster horizontal dynamics in the management, sharing and development of fresh knowledge. Along this line a further key issue will concern the analysis and evaluation techniques of the impact of Network Technology use on both community KF and NCP performance. The proposal of a taxonomy of Network Technology uses to support formal and informal knowledge flows Analyses how Web 2.0

and Web 3.0 technology is deeply modifying the dynamics connected to KF and KM Discusses dynamics underlying horizontal KF sharing processes within NCP
The Knowledge Evolution - Verna Allee 2012-06-25 The Knowledge Evolution offers a unique and powerful road map for understanding knowledge creation, learning, and performance in everyday work. This book reframes current thinking by delving into the hidden world of knowledge supporting both individual and organizational performance, laying the foundation for the emerging art of knowledge management. Packed with best practices from leading edge companies, essential guidelines, design principles, analogies, and conceptual frameworks, it serves as a practical guidebook for mastering the Knowledge Era. It will help managers make more intelligent decisions about knowledge creation, reduce wasteful technology investments and lead to new ease and confidence in applying knowledge and learning principles for themselves and for their organizations. Verna Allee delves into current thinking and practice to unravel the genetic code of knowledge itself. This revolutionary approach has surfaced a simple and elegant knowledge archetype. She demonstrates how this archetype can help us deal with complexity and suggests ways of self-organizing that make profound sense in today's networked enterprises. From strategies for core knowledge competencies to the key components of individual expertise, The Knowledge Evolution zeroes in on the critical success factors for the knowledge-based enterprise. What emerges is an approach to knowledge management that is simple enough to communicate at every level of the organization, yet rich enough to encompass all the complexity of modern enterprises. Verna Allee is the founder of Integral Performance Group, a

consulting practice in California that specializes in the learning organization, knowledge competencies, organizational systems change, systems thinking, total quality and learning, benchmarking support, best practices research, and strategic development. She holds a degree in the Study of Human Consciousness and her work is informed by a deep interest in intelligence, human development, cognition, intuition and consciousness. She is the author of Learning Links: Enhancing Individual and Team Performance, Pfeiffer and Co-Jossey Bass, 1996.

10th European Conference on Information Systems Management - Paulo Silva 2016

Proceedings of IAC-MEM 2015 - collective of authors 2015-07-05

Creating Value for All Through IT - Birgitta Bergvall-Kåreborn 2014-05-19 This book constitutes the refereed proceedings of the IFIP WG 8.6 International Working Conference "Creating Value for All Through IT" on Transfer and Diffusion of IT, TDIT 2014, held in Aalborg, Denmark, in June 2014. The 18 revised full papers presented together with 5 research-in-progress papers, 2 experience reports and a panel were carefully reviewed and selected from 37 submissions. The full papers are organized in the following topical sections: creating value; creating value through software development; and creating value through applications.

Knowledge Management in Libraries - Mohammad Nazim 2016-07-24 Knowledge Management in Libraries: Concepts, Tools and Approaches brings to the forefront the increasing recognition of the value of knowledge and information to individuals, organizations, and communities, providing an analysis of the concepts of Knowledge Management (KM) that prevails among the Library and Information Science (LIS) community. Thus, the book

explores knowledge management from the perspective of LIS professionals. Furthermore, unlike most books on the topic, which address it almost exclusively in the context of a firm or an organization to help gain a competitive advantage, this book looks at knowledge management in the context of not for profit organizations such as libraries. Describes the theory and approaches of knowledge management in the context of librarianship Seeks to identify and explain the principles that underlie the different processes of knowledge management Combines the theoretical and practical perspectives of the topic Provides a comprehensive and methodological approach to support librarians and information science professionals in the implementation of knowledge management in libraries and information centers Proposes a model for libraries and information centers which may be used as a guide for implementation Incorporates illustrations where necessary to provide a clear understanding of the concepts *Knowledge Management in Healthcare* - Lorri Zipperer 2014-04-28 Knowledge management goes beyond data and information capture in computerized health records and ordering systems; it seeks to leverage the experiences of all who interact in healthcare to enhance care delivery, teamwork, and organizational learning. Knowledge management - if envisioned thoughtfully - takes a systemic approach to implementation that includes the embodiment of a learning culture. Knowledge is then used to support that culture and the knowledge workers within it to encourage them to share what they know, thusly enabling their peers, their organizations and ultimately their patients to benefit from their experience to proactively dismantle hierarchy and encourage sharing about what works, and what doesn't to focus efforts on improvement. Knowledge Management in

Healthcare draws on relevant business, clinical and health administration literature plus the analysis of discussions with a variety of clinical, administrative, leadership, patient and information experts. The result is a book that will inform thinking on knowledge access needs to mitigate potential failures, design lasting improvements and support the sharing of what is known to enable work towards attaining high reliability. It can be used as a general tool for leaders and individuals wishing to devise and implement a knowledge-sharing culture in their institution, design innovative activities supporting transparency and communication to strengthen existing programs intended to enhance knowledge sharing behaviours and contribute to high quality, safe care.

Organizational Learning in Asia - Jacky Hong 2017-03-16 Organizational Learning in Asia: Issues and Challenges addresses important and pressing questions on organizational learning in Asia in both domestic and foreign firms—those that have been forgotten in the mainstream literature or that remain unasked and unanswered. Three sets of questions are especially salient. First, how can firms operating in, or from, Asia detect, respect, recognize, and honor different cultural stances on suggestion-giving, knowledge sharing, and standardization while also challenging accepted wisdom, avoiding risks and mistakes, and voicing disagreement? Second, how can such firms facilitate local experimentation and innovation by providing a common knowledge platform in a non-totalitarian manner? Finally, how can such forums promote 'reverse' knowledge transfer from subsidiary to headquarters and across subsidiaries in different nations by avoiding ethnocentricity, cultivating local talent, and building a group of 'communities of practice' across cultural and status boundaries? Addresses important and pressing

questions about organizational learning in Asia for both domestic and foreign firms Explores how such firms can facilitate local experimentation and innovation Promotes 'reverse' knowledge transfer from subsidiary, to headquarters, and across subsidiaries in different nations

Handbook on Knowledge Management 1 - Clyde Holsapple 2013-04-17 As the most comprehensive reference work dealing with knowledge management (KM), this work, consisting of 2 volumes, is essential for the library of every KM practitioner, researcher, and educator. Written by an international array of KM luminaries, its approx. 60 chapters approach knowledge management from a wide variety of perspectives ranging from classic foundations to cutting-edge thought, informative to provocative, theoretical to practical, historical to futuristic, human to technological, and operational to strategic. Novices and experts alike will refer to the authoritative and stimulating content again and again for years to come. *ECKM2007-Proceedings of the 8th European Conference on Knowledge Management* - Dan Remenyi 2007

Knowledge Management - Tom Knight 2003 We are now in the 'third wave' of Knowledge Management - the first was focused on the potential of new technology, while the second focused on the nature of knowledge and how people 'know' and learn. The focus in the third phase is two-fold: building individual and team productivity, and proper alignment of Knowledge Management efforts in helping deliver on strategic goals of the organization. Knowledge Management- a Blueprint for Delivery explores and builds on current ideas about the dynamics of knowledge in organizations, answering such questions as: 'What is knowledge management?' and 'What does it mean for today's companies and organizations?' Written by two leading

knowledge management practitioners, this book looks beyond academic theory and software company hype to focus on the roles that knowledge and information play in creating high-performance organizations. Built on their extensive experience of Knowledge Management programme design and delivery, Knowledge Management- a Blueprint for Delivery: contains a comprehensive survey of the whole area of Knowledge Management, from theory and strategy creation through to techniques, tools, and delivery of change provides an insight into developing and managing Knowledge Management initiatives bridges the gap between theoretical, strategic, and practical hands-on perspectives Contains a comprehensive survey of the whole area of Knowledge Management, from theory and strategy creation through to techniques, tools and delivery of change Provides an insight into developing and managing Knowledge Management initiatives Bridges the gap between theoretical, strategic and practical hands-on perspectives

Knowledge Management and Learning Organizations - Carolina Machado 2021-04-26 This book focuses on knowledge management and learning organizations, showing how they realise entrepreneurship and innovation. Understanding knowledge management as the process of creating, sharing and managing an organization's information and knowledge, and focusing learning organizations in their collaborations to promote continuous learning are two issues that are critical to the organizational success. As such, this book offers insights into the topic and the appropriate use of the tools and strategies that drive competitive organizations operating on an international or transnational scale. *Quantitative Analysis of Intra-organizational Knowledge Sharing* - Madeleine Block 2010

During the last decades the world economy has experienced significant transformations. The pace of change is still showing no sign of slowing down. Financial globalization and rapid merge of information and communication technologies have integrated the world economy. The world economy has been turned from an industrial into a "knowledge economy". Knowledge has become a strategic asset for firms and the ability to manage knowledge seems to be the crucial management skill now in the "knowledge age". It is assumed as basis of the knowledge economy in sense of sharing knowledge and creating new knowledge for commercial advantage. Findings of the research about the factors of knowledge sharing process indicate that the success of intra-organizational knowledge sharing in firms is determined to be an important extent of social relationships between the people and departments involved. This book provides interesting insights to the concepts of knowledge and social capital. It shows how they take effect in real life business: what role does trust and trustworthiness play? Do we need shared visions? Can the existence and the effect shared values be measured? - Interesting questions? Yes, indeed. And the answers given in this book are even based on statistical hard facts from empirical data. And this is not always the case in books that deal with issues on the borderline between economic and social science.
Special Libraries as Knowledge Management Centres - Eva Semertzaki 2011-06-24
This book focuses on the role of special libraries as knowledge management centres in their organisations. It describes the work of a special library and the special library draws on the characteristics that make the nucleus of collecting and organising knowledge which is used for the benefit of the institution. By acquiring and sharing knowledge, staff will enhance the intellectual capital

of the institution. Traditionally libraries are the information centres that organise and classify information. Further on they are the proper places to create human networks and to organise the knowledge hidden in the minds of the staff. This book also examines methods to prove the value of a special library for the parent organisation when it becomes the centre to gather knowledge. Draws on the characteristics that make a special library necessary for an organisation Shows the importance of knowledge management in an organisational environment Provides ways to persuade the management of an organisation that the special library is the proper centre for knowledge management

Competitive Intelligence for Information Professionals - Margareta Nelke 2015-01-27 Information professionals should be able to take a proactive role as a strategic partner in their organization's competitive intelligence. Their role needs to focus on the "outside-in" approach, based on their organization's strategic needs and objectives. Competitive Intelligence for Information Professionals explores the role of strategic information and intelligence in organizations, and assesses the values and needs of intelligence in organizations. The book provides guidance on how to work strategically with competitive intelligence, methods for monitoring and analysis and a process-oriented approach. Chapters include discussions on how news monitoring and competitive intelligence interact and how this offers opportunities for cooperation between different departments. Cases from the authors' own experiences when working with competitive intelligence in international corporations are also included. Competitive intelligence (CI) is a new area for Information professionals Offers perspectives on a new trend within the library and information sector Provides a comprehensive approach to CI *Workplace Ostracism* - Cong

Liu 2021-01-04
Workplace mistreatment is a burgeoning topic of interest, with the majority of workers having experienced it in some form. This book explores workplace ostracism and its negative effects on employee and organizational outcomes, such as employee attitudes, behaviors, and well-being. This edited volume defines workplace ostracism and examines how to differentiate ostracism from other type of workplace mistreatment, such as workplace incivility and interpersonal conflict. Among the questions it seeks to answer are: 1) what are the individual, relational, and contextual factors that influence employees' workplace ostracism experiences; and 2) what constitutes ostracism in stigmatized populations, such as international students, immigrant workers, and older workers. Researchers in organizational behavior, I/O psychology, and the sociology of work will find this book to be a valuable resource.

Organizational Commitment and Knowledge Sharing in Contemporary Companies - Anna Wziątek-Staśko 2022-03-04
When evaluating the success of an organization, the value of employees' organizational commitment and the process of knowledge sharing among staff must be considered. As illustrated in this volume, these two concepts are key conditions for organizational success in the contemporary world. This book explores the concept of organizational commitment, what it is, and how to use and understand the value in knowledge management and sharing for both employees and organizations as a whole. A profound analysis of the global literature exposes organizational commitment and knowledge sharing as key determinants of the effectiveness of the organization management process, including human capital management. While much space in the literature on the subject is devoted to the

exploration of the above-mentioned concepts, treated as categories subject to separate analysis, the diagnosis and analysis of the relationship between them should be treated as a poorly recognized process. This book fills a research gap, providing a theoretical foundation and important information on organizational commitment and knowledge sharing, highlighting the relationship between both research categories. It will be of interest to researchers, academics, practitioners, and students in the fields of human resource management, leadership, and organizational studies.

Australasian Conference on Information Systems 2018 - Australasian Conference on Information Systems 2018-01-01

Communicating Across Cultures at Work - Maureen Guirdham 2017-09-16 This revised and updated fourth edition of this core textbook builds on the text's established success. It provides the basis of knowledge, understanding and practice for developing skilled work communication in an intercultural world. Using many illustrations and international examples, the book analyses culture, cultural diversity and cultural similarities and differences in how we interact at work and in the psychological factors that influence our communication. It shows how to overcome impediments to intercultural communication and interact effectively with different others, whether face-to-face or by email, chat, text, phone or video. It describes cultural differences in negotiating, cooperation, coordination, knowledge sharing, working in groups and leadership, and demonstrates how to perform these activities skilfully in an intercultural setting. This textbook is the ideal companion for students taking undergraduate modules in cross-cultural management or managing diversity on international business or business administration

degrees, in addition to MBA courses and specialist postgraduate modules on international and comparative management. New to this Edition: - New and improved pedagogical features, including end of Part exercises, activities and role plays - Topic-by-topic coverage of computer-mediated communication, explaining how it is affected by culture and in turn affects intercultural communication - Discussion of new developments in the field such as the increasing emphasis on language and discourses - Focus on new types of research such as country-by-country studies and reports of realities on the ground

Organizational Learning - Linda Argote 1999-01-31 Why do some organizations learn at faster rates than others? Why do organizations "forget"? Could productivity gains acquired in one part of an organization be transferred to another? Learning curves have been documented in many organizations, in both the manufacturing and service sectors. The classic learning curve model implies that organizational learning is cumulative and persists through time. However, recent work suggests that firms also demonstrate depreciation of knowledge, or "forgetting". Such understanding becomes more exciting as one looks at the link between learning and productivity. Organizational Learning: Creating, Retaining and Transferring Knowledge describes and integrates the results of research on factors explaining organizational learning curves and the persistence and transfer of productivity gains acquired through experience. Chapter One provides an overview of research on organizational learning curves. Chapter Two introduces the concept of organizational "forgetting" or knowledge depreciation. Chapter Three discusses the concept of organizational memory. Chapter Four argues that analyzing small groups provides understanding at a micro level of the social processes through which

organizations create and combine knowledge. Chapter Five describes results on knowledge transfer. Chapter Six discusses various tensions and trade-offs in the organizational learning process.